



Office of the President

**Sexual Harassment Prevention Policy
Naugatuck Valley Community College
April 2017**

It is the policy of Naugatuck Valley Community College to prohibit "sexual harassment." Sexual harassment is a form of sex discrimination which is illegal under state and federal law and is also prohibited by the College's Nondiscrimination Policy. Sexual harassment is defined as:

Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive employment environment.

Also prohibited is any romantic/sexual liaison between a professional or classified staff member and a student for whom that staff member has a teaching, advisory or other supervisory responsibility.

Sexual harassment may be verbal, visual or physical. It may be overt or implicit and may, but need not, have tangible adverse effects on the victim's employment or learning experience. The perpetrator of sexual harassment, like the victim of such conduct, may be a man or a woman. It may involve individuals of the same or opposite sex. This college will not tolerate sexual harassment in any form. All employees shall be responsible and accountable for maintaining an environment free from sexual harassment. Any employee or agent found to have engaged in sexual harassment as defined above will be subject to serious disciplinary action up to and including dismissal.

Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is employed, the College's Equal Employment Opportunity Officer, the Director of Human Resources and Labor Relations, or the President of the College. Ronald Clymer is the college's Equal Employment Opportunity Officer. His office is located in Kinney Hall, Room 705A, and the telephone number is (203) 575-8110. Kimberly

Carolina is the Director of Human Resources and Labor Relations. Her office is located in Kinney Hall, Room 704B, and the telephone number is (203) 575-8056. Daisy Cocco De Filippis is the President of the College. Her office is located in Kinney Hall, Room K703B, and the telephone number is (203) 575-8044.

Students may report incidents of sexual harassment to the Dean of Student Services or to such other College official as the President may have designated. The Dean of Student Services is Sarah Gager. Her office is located at Kinney Hall, Room 509A, and the telephone number is (203) 575-8086. Nothing shall prevent students from speaking to a College counselor about their concerns. However, such communication is not a substitute for filing a complaint of sexual harassment with an appropriate College designee.

Concerns or complaints dealing with **third party vendors or contractors** should be directed to the Provost and Senior Dean of Administration, James Troup **or to the President for appropriate follow-up action.** The Provost's office is located at Kinney Hall, Room K706B and the telephone number is (203) 575-8220.

All complaints of sexual harassment may be filed with the Title IX Coordinator. The Title IX Coordinator is Jacquie Swanson, Associate Director of Human Resources. Her office is located at Kinney Hall, Room K704C, and the telephone number is 203-575-8043.

Sincerely,

Daisy Cocco De Filippis, Ph.D.
President
Naugatuck Valley Community College