

DISABILITY HARASSMENT

Southwestern Community College District recognizes that harassment on the basis of disability is a violation of Section 504 of the Federal Rehabilitation Act and Title II of the 1990 Americans with Disabilities Act. The District is committed to providing an environment free of disability harassment and will not tolerate such conduct on the part of any District employee or student. All complaints will be directed to the Vice President of Human Resources and treated as other reports of discrimination or misconduct. Student complainants may also go directly to the Dean of Student Activities.

Disability harassment consists of harassing conduct that is sufficiently severe, persistent, or pervasive that it creates a hostile environment. A hostile environment may exist, even in the absence of tangible effects on the individual, when the harassment is serious enough to adversely affect a student's or an employee's ability to participate in or benefit from the educational program or work environment.

Disability harassment under Section 504 of the Federal Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990 is intimidation or abusive behavior toward an individual based on disability that creates a hostile environment by interfering with or denying one's participation in or receipt of benefits, services, or opportunities in the education program or work environment. Harassing conduct may take many forms, including verbal acts and name-calling, as well as nonverbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful, or humiliating.