State College of Florida, Manatee – Sarasota is committed to providing an educational and working environment free from harassment and discrimination based on such factors as race, color, sex, age, religion, genetic information, national origin, ethnicity, disability, marital status, sexual orientation and any other factor prohibited under applicable federal, state and local civil rights laws, rules, and regulations. State College of Florida, Manatee - Sarasota will not tolerate harassment or discrimination of its employees, students, applicants for admission and/or employment, volunteers, visitors, contractors, or any persons while present on any College campus or sponsored event. State College of Florida, Manatee - Sarasota will also attempt to protect its employees and students from harassment and discrimination by non-employees and non-students.

For the purposes of this Rule “harassment” includes but is not limited to, verbal, physical, sexual violence, assault and visual conduct that creates an intimidating, offensive, or hostile working or education environment or that interferes with work performance or educational opportunities. Some examples include racial slurs, ethnic jokes, posting of offensive statements, posters, or cartoons or other similar conduct. Sexual harassment includes solicitation of sexual favors, unwelcome sexual advances, or other verbal, visual or physical conduct of a sexual nature.

For the purposes of this Rule “discrimination” means exclusion from participation in, or denial of the benefits of any public education program or activity, or in any employment condition or practice conducted by a public educational institution that receives or benefits from federal or state financial assistance on the basis of race, color, sex, age, religion, genetic information, national origin, ethnicity, disability, marital status, sexual orientation or any other factor prohibited under applicable federal, state and local civil rights laws, rules and regulations.

Every complaint of harassment or discrimination that is reported to a College official shall be investigated thoroughly, promptly, and in a confidential manner. In addition, State College of Florida, Manatee - Sarasota will not tolerate retaliation against any person for making a complaint about harassment or discrimination.

In the case of employees or students, if harassment or discrimination is established, State College of Florida, Manatee-Sarasota will discipline the offender. Disciplinary action for a violation of this policy can range from verbal or written warnings up to and including dismissal from the College depending upon the circumstances, With regard to acts of harassment or discrimination by non-employees or non-students, the College will take appropriate corrective action according to the particular circumstances involved.