

BP 3-7: VIOLENT, DISCRIMINATORY, AND SEXUAL MISCONDUCT

DCC BOARD POLICY 3-7

APPROVED: February 27, 2023

EFFECTIVE: February 27, 2023

REVIEWED: January 10, 2023

NEXT REVIEW DATE: January 2026

REFERENCES: MCA 45-5-221; MCA 45-5-203

RESPONSIBLE DEPARTMENT: Human Resources; Dean of Student Services

Dawson Community College expressly prohibits any acts or threats of violence or discriminatory misconduct – whether verbal, physical, visual, or through electronic means – by any DCC student, staff, or faculty member against another at any time or place. DCC recognizes that such misconduct interferes with all aspects of its functioning.

By this policy, DCC notifies its community that it fosters a safe learning and working environment that supports the academic and professional growth of students, staff, and faculty. DCC has zero tolerance for violence or for discriminatory or sexual misconduct that is motivated by race, color, ethnicity, national origin, gender, sexual orientation, disability, class, religion, creed, age, marital or relationship status, or political ideas. When incidents occur, the College will hold perpetrators accountable through appropriate disciplinary actions, while respecting the rights of the aggrieved party, in accordance with federal and State laws, the College's Student Conduct Code, and other applicable College policies.

Each member of the DCC community is responsible for creating an atmosphere free of violence, discrimination, intimidation, and harassment. Intimidation includes but is not limited to communicating (verbal or nonverbal) with another with the purpose to cause another to perform or not perform any act and communicating to another in such a way that would reasonably tend to produce fear that it will be carried out. All DCC members have a duty to report any conduct that they believe violates this policy and cooperate with any investigation.

DCC prohibits any form of retaliation against anyone affiliated with DCC for reporting violence and misconduct or for cooperating with efforts to investigate and stop it.

SCOPE This policy applies to Dawson Community College.

PROCEDURES The College President shall promulgate such procedures as may be needed to implement this policy.

History: 07/2005; 03/26/2012, 2/27/2023