

7. Those who cannot support the vision, mission, philosophy, objectives, policies, and values of the College should refuse to accept appointments. Should those who are employed find themselves in significant disagreement with the vision, mission, philosophy, objectives, policies, and values of the College, they are morally obligated to withdraw from the employment of the College.
8. To remove faculty/staff members who are hostile toward the basic principles of the College is not so much an infringement of their freedom as it is a protection of the integrity of the institution. There are corporate institutional rights as well as individual freedoms, and academic freedom does not include the licence for members of the faculty/staff to destroy the platform on which they and their colleagues stand.
9. Additional information is contained in the Research and Consultancy Policy.

POLICIES AND PROCEDURES

SEXUAL HARASSMENT

H. Lavity Stoutt Community College prohibits sexual harassment in its employment practices and in its educational programmes and activities. Sexual harassment consists of unwelcomed sexual advances. These include unwanted touching, verbal remarks of a sexually suggestive or derogatory nature, requests for sexual favours, and other verbal or physical behaviour of a sexual nature that have as their consequences an adverse effect on the recipients' morale, work status, or academic or job performance. Such conduct is absolutely prohibited whether the perpetrators are students, employees of the College, or contractors or other non-employees who have reason to be on College premises where:

- Submission to such conduct is either an expressed or implied condition of employment, education, academic, financial or counselling assistance;
- Submission to or rejection of such conduct is used as a basis for an employment decision or the performance evaluation of students, faculty or staff;
- The conduct has the purpose or effect of substantially interfering with an affected person's work or scholarly performance, or creating an intimidating, hostile or offensive work or educational environment. /

The College will actively investigate any allegations of sexual harassment by students, faculty, staff, or officers and if it is determined that sexual harassment has occurred, will take prompt and appropriate disciplinary action. Anyone who believes that sexual harassment has occurred is expected to report such conduct promptly under appropriate operational procedures.