

BISMARCK STATE COLLEGE

Policy and Procedures

General Policy

Hostile Work Environment

Policy:

The policy of Bismarck State College is to provide an environment free of harassment based on, but not limited to: gender, race, ethnicity, religion, and disability harassment. Such harassment may include any activity that creates fear, intimidates, ostracizes, psychologically or physically threatens, embarrasses, ridicules, or in any way unreasonably over burdens or precludes an employee from reasonably performing his or her work.

Statement of General Principles:

Hostile Work Environment harassment generally occurs in supervisor/subordinate, or peer/co-workers situations. Such action must be reported to the next level supervisor or the Human Resource Office. Individuals experiencing harassment shall make it clear that such behavior is offensive and unwanted. If this doesn't resolve the problem, the appropriate supervisor must be notified. Supervisors are expected to resolve this situation by:

1. Referencing this policy, or
2. More direct disciplinary actions if necessary.

Campus Regulations:

Hostile Work Environment harassment will not be tolerated by Bismarck State College. Disciplinary action can and will be taken against any employee who engages in such harassment. An individual making a false accusation may also be subject to disciplinary action.

Reference:

North Dakota Risk Management

History of This Policy:

First policy drafted on July 10, 2002.