

Yes means Yes

Senate Bill 967

Both parties must make an affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that he or she has the affirmative consent of the other or others to engage in the sexual activity. Lack of protest or resistance does not mean consent, nor does silence mean consent. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent. Anyone under the influence of alcohol or drugs cannot affirmatively provide consent for sexual activities.

Don't Just Guess, Receive A Yes!

What resources are available?

The following persons and agencies are available to assist with sexual harassment concerns.

Lassen Community College
Office of Human Resources
EEOC/Compliance Coordinator
P.O. Box 3000
Susanville, CA 96130
Phone: (530) 251-8811
Fax: (530) 251-8818

Patrick Walton
Dean of Student Services
Student Services/VocTech Building
(530) 251-8823
pwalton@lassencollege.edu

California Department of
Fair Employment and Housing
2218 Kausen Drive, Suite 100
Elk Grove, CA 95758 (Employment)
(800) 884-1684
www.dfeh.ca.gov

Equal Employment Opportunities Commission
5 West Street
San Francisco, CA 94102
(800) 669-4000 (Employment)
www.eeoc.gov

U.S. Department of Education
Office for Civil Rights – Region 950
Beale Street, Suite 7200
San Francisco, CA 94105
(415) 486-5555 (Students)
ocr.sanfrancisco@ed.gov

Sexual harassment at the Lassen Community College District is prohibited under Board Policy and pursuant to Title VII of the 1964 Civil Rights Act.

For a copy of the Lassen College Board Policy and Administrative Policy contact the Human Resources Office, Room SS107, in the Business Office (SS117).



P.O. Box 3000
Susanville, CA 96130
www.lassencollege.edu
(530) 251-8811

Lassen College is a non-discriminatory institution.

Updated: 7-16

Sexual Harassment is NOT Okay



Lassen Community College

A Guide for Identifying
and Responding to
Sexual Harassment

What is sexual harassment?

Sexual harassment is defined as:

UNWANTED SEXUAL ATTENTION

“**UNWANTED**” The person receiving the attention does not welcome it. It is the impact and not the intent which is measured. Even if the person providing the attention does not realize the attention is unwanted, it still can be offensive.

“**SEXUAL**” This refers to overtures or comments of a sexual nature, comments about personal sexual/ intimate preferences and practices, comments or gestures pertaining to the sexual organs and their functions, and statements, “dirty” jokes, implications or symbols of erotic desires or activities.

“**ATTENTION**” This can be verbal, written, or physical. It can be a behavior, innuendo, poster, email, picture, joke, statue, or any act or declaration of a sexual nature which can create an uncomfortable or hostile working or learning environment.



What are the effects?

Sexual harassment can cause embarrassment, discomfort, fear, depression, anxiety, disgust, irritability, alienation, indecision, and loss of self-confidence. Physical symptoms of stress can include migraine headaches, gastrointestinal disorders, jaw tightness, anxiety attacks, nausea, and inability to sleep.

Who gets harassed?

Anyone can be sexually harassed, but over 90 percent of victims are females. Often sexual harassment involves unequal power in relationships, particularly when individuals are seen as vulnerable.

What to do?

If you have observed or feel sexual harassment is occurring in your area or elsewhere on campus:

1. **Document.** Write down the dates, times places, witnesses, and nature of the harassment. Remember, you could be held personally liable for not responding.
2. **Talk to someone.** Speak to the Human Resources Officer about the problem.
3. **Trust your instincts.** Often the behavior will escalate. Either refer to the Human Resources Officer for advice or advise the offender that the behavior has been observed and is unacceptable.
4. **Encourage personal responsibility.** Tell the person to say “no” to the offender.
5. If you feel you are being harassed, **tell the responsible party to stop** and that it is inappropriate or it makes you feel uncomfortable.

How are complaints filed?

The sexual harassment complaint investigation procedure is described in the Unlawful Discrimination Complaint Policy and Procedures, and is available for faculty, staff and students. The policy, procedure and complaint form are available in the Human Resources Office and online.

Employees shall take responsibility for doing their part in ensuring that the campus environment is free of the hostile effects of sexual harassment. Any employee who observes questionable behavior shall report it immediately to the supervisor or the Human Resources Officer.

All attempts are made to handle complaints at the informal level. If the behavior does not stop and a written complaint is filed, a thorough investigation may be initiated following guidelines established in the process. Retaliation against the person filing the complaint is prohibited.

Sexual harassment is a serious violation which affords serious consequences including personal liability and possible disciplinary action.



Remember, sexual harassment is
NOT okay.