

# POLICY STATEMENT ON HARASSMENT

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PCOM is committed to providing a work and learning environment that is safe, healthy and free from any type of harassment. This policy statement is meant to ensure all of our students that under no circumstances will the College tolerate **any** form of harassment of or by students, faculty or employees, which includes but is not limited to: hazing; threatening, offensive or intimidating behavior or remarks; demands for sexual favors; or any behavior that creates a hostile or intimidating atmosphere, because of someone's age, race, sex, color, gender, gender identity and expression, national origin, ethnicity, ancestry, sexual orientation, religion, creed, disability, genetic information, marital status or any other legally protected class. This policy includes harassment that is verbal, written, physical gesture, through third parties, and through social media.

Any individual who is found, upon investigation, to have engaged in harassment of another person will be subject to disciplinary action, up to and including dismissal from the College.

Evidence of harassment may result in immediate separation from the College, in accordance with the College's Disciplinary Policies and Procedures explained in detail in this handbook. This policy applies to all members of the College community.