

## **What is Racial Discrimination?**

### **Racial harassment or discrimination includes:**

- Ethnic and racial jokes
- Racial slurs
- Demearing comments, looks or gestures
- Use of culturally stereotyped education and media materials
- Stereotyping according to race or culture
- Deliberately causing humiliation
- Exclusion from participation in the class room, labs, field trips, study groups, etc.

### **Are You Afraid that**

... you will suffer retaliation from the harasser?

... people will think "you asked for it"?

...you have misread the initiator's intentions?

...you are somehow responsible for the harasser's behavior?

These fears are often reported by people who have suffered from harassment. You are not alone. Don't accept these actions as the "way things are." You don't have to endure abuse from people in positions of power.

YOU CAN TAKE ACTION.

## **What Can You Do?**

You are responsible for taking care of yourself. You are not responsible for the harasser's actions and behaviors. Here are some direct actions you can take:

### **Say "No"**

**Tell** the harasser that these actions and/or comments are **inappropriate** and you want them stopped.

**Don't delay.** Pay attention to cues or comments indicating harassment or discrimination. If a person's behavior makes you uncomfortable, say so.

### **Tell Someone**

Talk with other students or co-workers. You are probably not alone in thinking the harasser's behavior is wrong.

Listen for complaints of harassment from other students or co-workers. Incidents of harassment are often not isolated, and the harassers are likely to exhibit a pattern of such behavior.

### **Keep a Record**

If the behavior continues, keep track of dates, times, places and statements. This information can be used to support your complaint.

### **Report the Behavior**

Contact Linda Yerger  
Human Resource Director  
Human Resource Services  
Fifth Floor - College Service Center  
Olympic College  
Phone: (360) 475-7300 (or)

## **File a Complaint**

State the facts about harassment, how you feel about the behavior, the impact the incidents have had on your behavior, your attitude and a specific description of what you want to happen next.

File a complaint with Linda Yerger, Human Resources, Fifth Floor, College Service Center, (360) 475-7300. Another option is to file a complaint with the Equal Employment Opportunity Commission, the Office of Civil Rights, the state Human Rights Commission, or consult with an attorney.

## **Remember**

**YOU HAVE THE RIGHT** to work and study in an atmosphere free of harassment and discrimination.

**YOU HAVE THE RIGHT** to be judged by the same criteria as all other students/employees, not by standards that are less demanding or more rigorous, or different in any way.

**YOU HAVE THE RIGHT** to complain, free from retaliation.

**"Racial Harassment and Discrimination will not be tolerated at Olympic College.**

**It is against the law and against the policies of Olympic College."**

## **Harassment/Discrimination Complaint Policy**

We, the Olympic College Community, believe in and support healthy relationships among individuals, therefore, harassment/discrimination is NOT tolerated at Olympic College.

Olympic College has established an educational environment for students, staff, and faculty in which the dignity of all individuals is respected. In support of the affirmative action policy the College will not tolerate the harassment or discrimination of any person and such conduct shall be deemed unacceptable and shall be grounds for disciplinary action and/or separation of the relationship of that person with the College.

Discrimination is the process of making a distinction in favor of, or against, a person on the basis of race, ethnic origin, creed, color, sex, national origin, age, marital status, religion, life-threatening illness, the presence of any sensory, mental or physical disability, reliance on public assistance, sexual orientation, or status as a disabled or Vietnam-era veteran, political opinion, or affiliations.

Sexual harassment is a form of sex discrimination. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing; or

(2) Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decision affecting such individual; or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creates an intimidating, hostile, or offensive working or educational environment.

The procedures for resolving harassment/discrimination complaints provide for options to receive information and assistance, as well as to file a complaint.

Students or employees who believe they have been harassed or discriminated against and wish to discuss a complaint, may contact their supervisor, or a process facilitator.

Students and employees who believe they have been harassed or discriminated against are urged to file a written complaint with Linda Yerger, Human Resource Services. The individual may also, in lieu of filing a complaint with the institution, file a complaint with the Equal Employment Opportunity Commission (EEOC), the Office of Civil Rights (OCR), the state Human Rights Commission (HRC), or consult with an attorney.

The College does not voluntarily disclose any information regarding the complaint, but the complainant will be advised that the Public Records Disclosure Act may require the information to be disclosed if a public records request is made. The complainant will also be advised that the College will not tolerate any type of retaliation against the complainant once the investigation commences as the result of a complaint being filed.

(7/22/93)

## **OLYMPIC'S AFFIRMATIVE ACTION PROGRAM**

Olympic College, Community College District No. 3, shall provide equal educational and employment opportunities without regard to race or ethnicity, creed, color, sex national origin, age, marital status, religious preference, life-threatening illness, the presence of any sensory, mental, or physical disability, reliance on public assistance, sexual orientation, status of disabled or Vietnam-era veteran, or political opinions or affiliations.

It is a realization that discrimination, and the prejudice from which it results, is deeply ingrained within our culture. Concentration on the mere prevention of discrimination can result in the implementation of practices which provide only superficial equality. Such practices, while possibly within the letter of the law, do not enact the full intent of the federal and state legislation, presidential and gubernatorial executive orders, or the courts' interpretation of these mandates. Therefore, Olympic College will organize and implement practices and programs which aid in overcoming the effects of discrimination in regard to all of the protected groups.

In establishing affirmative action as a priority, Olympic College leadership believes that affirmative action must occur not only in the employment phase of its operation, but also in its educational programs, since it is in this area that the educational system impacts the makeup of the labor force of the future.

Olympic College will operate aggressively and affirmatively in implementing and maintaining programs which will promote genuine equal education and employment attitudes and opportunities.

Complying with this policy is a priority commitment to affirmative action in the day-to-day operations at Olympic College, resulting in improved opportunities for protected groups and an improved learning environment.

The Affirmative Action Officer is responsible for the implementation and maintenance of systems which monitor the effectiveness of the College's Affirmative Action Plan. While it is the obligation of all staff members to assist in achieving goals for the plan, administrators and supervisors are expected to provide leadership in this effort.

Those persons who have questions or grievances regarding affirmative action or equal employment and education opportunities at the College are invited to contact the President or the Affirmative Action Officer.

Adopted by the Board of Trustees March 28, 1989 Revised August 27, 1991, May 23, 1995

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**YOU CAN**

**STOP**

**Racial  
Discrimination**



***Its against the law !***

  
**OLYMPIC COLLEGE**