



Blue Mountain Community College Administrative Procedure

Procedure Title: Hazing/Harassment/Intimidation/Menacing
Procedure Number: 03-2006-0012
Board Policy Reference: IV.B.

Accountable Administrator: Director Human Resources
Position(s) responsible for updating: Director Human Resources
Original Date: July 13, 2006
Date Approved by Cabinet: 04-23-19
Authorizing Signature: *Signed original on file*
Dated: 04-23-19
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Reviewed: 04-19

Purpose/Principle/Definitions:

Hazing, harassment, intimidation, bullying, cyberbullying, or menacing of staff or third parties by students, staff, or third parties is strictly prohibited and shall not be tolerated in the College.

Students whose behavior is found to be in violation of this policy will be subject to discipline, up to and including expulsion. Staff whose behavior is found to be in violation of this policy will be subject to discipline, up to and including dismissal. Third parties whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the President or Board.

Individuals may also be referred to law enforcement officials.

Retaliation against a victim, any person who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry is prohibited. Such retaliation shall be considered a serious violation of Board policy and independent of whether a complaint is substantiated. False charges shall also be regarded as a serious offense and will result in consequences and appropriate remedial action.

The President shall be responsible for ensuring notice of this policy is provided to students, staff and third parties. Complaint procedures, as established by the College, shall be followed.

Legal Reference(s):

[ORS 163.190](#)

[ORS 166.065](#)

[ORS 166.155 - 166.165](#)

[ORS 341.290\(2\)](#)

[ORS 659A.029](#)

[ORS 659A.030](#)

[ORS 659A.103 - 659A.143](#)

[ORS 839-005-0030](#)

[OAR 589-008-0100](#)

[OAR 715-011-0005 - 0065](#)

[OAR 839-003-0000](#)

[OAR 839-005-0021](#)[ORS 174.100](#)

[ORS 659A.006](#)

[OAR 715-011-0005 - 0065](#)

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2012).

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-633 (2012); 29 C.F.R. Part 1626 (2018).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12112 (2012); 29 C.F.R. Part 1630 (2017); 28 C.F.R. Part 35 (2018).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2012).

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2012).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2012).

Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).

Oregon Bureau of Labor and Industries, Workplace Bullying (visited Feb. 26, 2019),

<<https://www.oregon.gov/boli/docs/WorkplaceBullyingPoster-2018.pdf>>.