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Student Sexual Harassment

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[Student Sexual Harassment Report Form](#) PDF 18KB

Does MCC have a policy?

Yes. It is the policy of McHenry County College, in keeping with efforts to establish an environment in which the dignity and worth of all members of the Community College are respected, that sexual harassment of students and employees at McHenry County College is unacceptable conduct and will not be tolerated.

Sexual harassment may involve the behavior of a person of either sex against a person of the opposite sex or the same sex, when the behavior falls within the definition outlined in this page.

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What is the definition of sexual harassment?

Sexual harassment of students at McHenry County College is defined as any sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is made, whether explicitly or implicitly, a term or condition of an individual's employment or education;
- Submission to, or rejection of, such conduct is used as the basis for employment decisions or educational opportunities affecting that individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or educational experience, or creates an intimidating, hostile, or offensive work or educational environment.

Verbal Behavior

"Humor" or "jokes" about sex or gender-related characteristics.

Suggestive comments about a person's clothing, body or sexual activity.

Sexual propositions.

Direct or indirect threats linked to sexual propositions or activity.

Nonverbal Behavior

Leering.

Whistling.

Suggestive or insulting sounds.

Obscene gestures.

Physical Behavior

Brushing the body.

Touching.

Pinching.

Coerced sexual activity.

Sexual assault.

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What if I witness an incident of sexual harassment?

1. Do what you can to stop the offensive behavior immediately.
2. Inform the victim of his or her rights and encourage the victim to take action.
3. Offer whatever support the victim needs.
4. Report the behavior.

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What if I am a victim of sexual harassment?

1. Try to stop the behavior directly. Tell the offender clearly that the behavior is unwelcome and

offensive to you and that you want it stopped immediately.

2. Get help from others if you find it difficult to confront the offender directly. Staff members in the [Counseling Center](#) can help you analyze and handle the situation.
3. Write down what happened, including time and place, and the names of possible witnesses.
4. Talk with others who may have been treated similarly. Find out if they would be willing to support you in any action you might take to have the behavior stopped.
5. Report the problem. No one will force you to take any action you do not want to take.

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What is the complaint procedure?

- Any student who believes that he/she has been sexually harassed by any other member of the College Community may contact the Dean of Students to receive information on initiating a complaint.
- The Dean of Students will provide the student with the College's published brochure on Sexual Harassment and inform the student how a formal complaint could be filed should the student wish to do so.
- A student wishing to formalize a Sexual Harassment Complaint shall submit a Sexual Harassment Complaint Form, which outlines the specifics of the complaint.
- Upon receipt of the complaint, the Dean of Students shall conduct an independent investigation. For the benefit of all parties concerned, time and confidentiality shall be of the essence in the filing and disposition of a complaint.
- Upon completion of the investigation, the Dean of Students shall present a written report to the Vice President of Learning & Student Support Services.
- Upon reviewing the report, the Vice President of Learning & Student Support Services will render a final decision on the complaint and meet individually with the involved parties to advise each regarding the decision.

Formal complaints should be filed with:

Normah Salleh-Barone
Dean of Students
Room: A252
Phone: (815) 455-8613

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Most importantly, if you feel you are a victim of sexual harassment:

Do not blame yourself for being harassed. People do not bring sexual harassment upon themselves or "deserve" to be harassed.

Do not ignore the harassment, hoping it will go away. This is a common victim reaction, but is not an effective way to deal with a sexual harassment incident.

Do not keep it to yourself. You are very likely not the only victim, and by speaking up, you may help others as well as yourself.

Do not delay. Harassment is likely to continue if you delay. MCC policy and procedures strongly urge that a formal complaint be filed with the Dean of Students.

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