Sexual Harassment Policy

Sexual harassment of students, faculty or staff is not tolerated at Compass College of Cinematic Arts (CCCA). Sexual harassment undermines the mission of CCCA through its unsafe and detrimental impact on individual students, employees, and on the campus community as a whole. As an academic community valuing the moral teaching of Jesus Christ, CCCA is committed to the belief that each individual is of unqualified worth. God values each person, female and male, as a unique work of divine creation. Therefore, the College condemns covert and overt acts that interfere with this commitment and will not tolerate any form of intimidation, abuse, or harassment. Sexual harassment is especially serious when it threatens relations between teacher and student or supervisor and subordinate by unfairly exploiting the power differential between the parties in the relationship.

Sexual harassment includes the following categories:

Actions Which Create a Hostile Environment:

**Generalized Sexist Remarks or Sexist Behavior**
This involves demeaning remarks or actions serving no scholarly, artistic, or educational purpose that are directed at individuals or groups because of their gender or sexual orientation. This also involves verbal harassment or abuse, sexual jokes and innuendo, remarks to a person with sexual or demeaning implications, including remarks about an individual’s body, sexual prowess, or sexual deficiencies.

**Sexually Offensive Remarks or Behavior**
This includes lewd, obscene, or sexually suggestive remarks or actions serving no scholarly, artistic, or educational purpose, which would be found offensive by a reasonable person in that situation. This category also includes the public display of sexually offensive audio and visual materials serving no scholarly, artistic, or educational purpose; and it includes but is not limited to: sexting, cyber-sexing, or engagement in any other pornographic activities or materials on campus or at college-sponsored events.

Sexual Advances:

**Sexual Advances without Intimidation**
This includes repeated, unwanted requests for a social or sexual encounter through face-to-face conversations, messaging, texting, or phone calls. It also includes unwanted or inappropriate touching, leering, whistling or kissing.

**Sexual Advances with Intimidation**
This refers to sexual advances that are accompanied by the threat of punishment or promise of reward.

Sexual Assaults/Sexual Violence:
This includes sexual advances that are accompanied by actual or threatened physical violence, as specified in the “Criminal Sexual Conduct Statue” of the State of Michigan. This category includes any of the following, if lacking explicit verbal consent: physical contact with groin, genital area, inner thigh, buttocks, and/or breasts; penetration that involves sexual or anal intercourse; cunnilingus; fellatio; or placing any other object in the genital or anal opening. Physical acts that are perpetrated against a person’s will or...
when a person is incapable of giving consent due to the victim’s use of drugs or alcohol will be considered sexual violence. An individual also may be unable to give consent due to an intellectual or other disability. Rape, sexual assault, battery, and coercion may all be classified as sexual violence as well.

Procedures to Report an Incident of Sexual Harassment or Sexual Violence.
CCCA condemns all covert or overt acts of sexual harassment and/or sexual violence and responds to all reports. There are established grievance procedures that are prompt allowing for fair resolution of student and employee complaints. If you experience sexual harassment and/or sexual violence the following is an explanation of what to do:

Incident Process Flowchart
- Incident Occurs
- Complainant can report the incident to the Student Affairs Specialist
- Complainant discusses incident with an advocate and decides which action to pursue:
  - Do nothing, Informal Complaint, Administrative Hearing, Police
- Resolution to determine responsibility and outcome

CCCA encourages reporting to the Student Affairs Specialist (SAS) of all perceived incidents of harassment and/or retaliation regardless of the alleged offender’s identity or position. In addition, CCCA encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and request that it stop immediately. Often this action alone will resolve the problem.

If for any reason a person believes that he/she has been the victim of, or has been witness to, conduct constituting sexual harassment and/or retaliation by any staff member, student or contractor/vendor or agent of CCCA and does not wish to address the offender directly, or if such action does not successfully end the offensive conduct, the person should immediately report the alleged offensive behavior to the SAS. In the event that the SAS is involved in the alleged offensive behavior, the person may report the incident and file a complaint with the President.

All reports of harassment or retaliation will be investigated promptly. The investigation may include interviews with persons involved, and where necessary, with persons who may have observed the alleged conduct or may have other relevant knowledge. Confidentiality of any information related to complaints, complaint investigations, and the identity of person(s) named in complaints will be maintained to the extent consistent with adequate investigation and appropriate corrective action.

CCCA will take appropriate corrective action, including disciplinary action, against any individual who engages in harassment, who impedes investigation of a harassment complaint, or who retaliates against any individual for reporting harassment or for assisting or participating in investigation of a harassment complaint. Corrective action may include, for example, training, referral to counseling, reassignment, and/or disciplinary action, as CCCA believes appropriate under the circumstances. Employees who violate this policy will be subject to disciplinary action at the discretion of management, including, without limitation, suspension and termination. Students who violate this policy will be subject to discipline, suspension and/or expulsion. Both employees and students who violate this policy may be referred to law enforcement agencies should there be an alleged violation of criminal law.