

POLICY GROUP C: COLLEGE OPERATIONS

C-10. SAFE AND HEALTHY TEACHING AND LEARNING ENVIRONMENT

1. The Austin Community College District will not tolerate and hereby prohibits sex and/or gender discrimination (including discrimination on the basis of gender orientation, gender identity or gender expression), sexual harassment, sexual misconduct or physical abuse, threats of violence, physical assault, or any form of sexual violence, including but not limited to sexual assault, acquaintance rape, domestic violence, dating violence, or stalking (collectively or singly referred to as “Prohibited Conduct”) on any premises owned, rented, leased, or supervised by the College District, including all College District facilities, buildings, and grounds, or at College-sponsored events or activities. This prohibition applies to property owned by others that the College District uses by agreement, and further applies to all District vehicles.
 - 1.1. Any person (including but not limited to a student, an employee, or a visitor on ACC property) who alone, or in concert with others, participates or attempts to participate in Prohibited Conduct described in this policy (or by rules adopted by the President/CEO in furtherance of the goals of this policy) is subject to disciplinary action by the College District, notwithstanding any action that may or may not be taken by civil or criminal authorities.
 - 1.1.1. Students or employees who are found to have engaged in Prohibited Conduct will be subject to disciplinary action in accordance with Policy F-2 and the Student and Employee Handbooks.
 - 1.2. The College District encourages affected individuals to promptly report to appropriate College authorities incidents of sex and gender discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence, stalking, or other Prohibited Conduct.
 - 1.2.1. The College District also encourages individuals who may have witnessed instances of Prohibited Conduct to report such information as outlined in this Policy (or by rules adopted by the President in furtherance of the goals of this policy).
 - 1.3. The College District President/CEO shall develop administrative rules and procedures as necessary to implement this Policy and to comply with federal and state law requirements and regulations, including provisions for notification, training, investigation, disciplinary consequences, complaint procedures, and enforcement.
 - 1.3.1. The College District President/CEO shall designate Responsible Employees (as defined in law) of the College District. These Responsible Employees are required to promptly report incidents of Prohibited Conduct when they become aware of them.
 - 1.3.2. The College District will respond to all reports made under this Policy.

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- 1.3.3. The Administration shall conduct prompt, fair, and impartial investigations and determine resolutions for complaints made under this Policy. Where appropriate, it shall issue remedial measures and/or sanctions.
2. The Austin Community College District shall establish and maintain a smoke- and tobacco-free environment for all College District facilities.
 - 2.1. The College District prohibits the use, distribution, and/or sale of tobacco, smoke, and nicotine vapor products and devices (including but not limited to cigarettes, cigars, pipes, water pipes, hookahs, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, or any other related products and devices) by any person on all premises owned, rented, leased, or supervised by the College District, including all College District facilities, buildings, and grounds. This prohibition applies to property owned by others that the College District uses by agreement, and further applies to all District vehicles. The only exception to this total prohibition shall be in those circumstances where the College District is party to a contract or other agreement relating to the property that limits its authority in this regard.
 - 2.2. The College District shall not solicit nor accept a grant, gift, or any item or service of value from a manufacturer, distributor, or retailer whose principle business is tobacco, smoke, or nicotine vapor products and devices, and/or any other related products and devices.
 - 2.3. The College District prohibits all tobacco, smoke, nicotine vapor, and/or any other related product advertising or sponsorships on its property, at College-sponsored events, or in publications produced by the College District.
 - 2.4. The College District may offer and promote prevention and education initiatives that support non-use or cessation of tobacco products and the understanding of risks associated with tobacco use.
 - 2.5. The College District President/CEO shall develop administrative regulations and procedures as necessary to implement this policy, including provisions for notification, signage, disciplinary consequences, complaint procedures, and enforcement.

The Austin Community College Board of Trustees adopted this policy on October 3, 2011 and amended the policy on November 17, 2014, and May 23, 2016.