

HARASSMENT

The Cooperative is committed to providing a learning and working environment free of unlawful harassment. It shall be a violation of this policy for any student or any personnel of the Cooperative to harass a student, Cooperative personnel, or any visitor through conduct or communication of a sexual nature or communication disparaging a person's race, color, religion, creed, ancestry, gender, national origin, age, disability, sexual orientation, gender identity, genetic information, use of the Affordable Care Act healthcare marketplace or other basis prohibited by law.

For the purpose of this policy, "Cooperative personnel" includes Cooperative Board members, all Cooperative employees and agents, volunteers, contractors, or persons subject to the supervision and control of the Cooperative. This policy applies on all property utilized by the Cooperative and to all Cooperative sponsored, approved or related activities at any location.

The Cooperative will investigate all complaints of harassment and will discipline or take appropriate action against any student or Cooperative personnel found to have violated this policy.

The Cooperative prohibits retaliation against any individual who reports a claim under this policy or participates in an investigation of any such claim.

Cooperative administration will establish and make available written processes for receipt, investigation and disposition of complaints under this policy.

Approved:	April 13, 1994
Revised:	April 16, 2008
Revised:	June 19, 2013
Revised:	March 16, 2021