

DEFINITIONS

Responsible Administrator - an employee holding a position within the Administrative classification as described in the College Handbook

Immediate Family - spouse, children, parents, parents-in-law, grandparents, grandchildren, brothers, and sisters.

Discriminatory Harassment Conduct that is sufficiently severe, pervasive, and objectively offensive as to substantially disrupt or undermine a person's ability to participate in or to receive the benefits, services, or opportunities of the College, and/or has the effect of creating an intimidating, hostile, or offensive environment.

Harassment when directed at an individual because of his/her race, color, ethnicity, religion, sex, age, marital status, national origin, veteran status, sexual orientation, disability, or other factors prohibited by law may include, but is not limited to: unwanted physical contact; use of epithets, inappropriate jokes, comments or innuendos; obscene or harassing telephone calls, e-mails, letters, notes or other forms of communication; and, any conduct that may create a hostile working or academic environment.

FMLA Covered Servicemember current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Serious Health Condition (FMLA) Illness, injury, impairment, or physical or mental condition, overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either:

- prevents the employee from performing the functions of the employee's job, or
- prevents the qualified family member from participating in school or other daily activities.