



**OAKLAND
COMMUNITY
COLLEGE™**

Administrative Policy

Policy Type:	Administrative
Policy Title:	Umbrella Policy Prohibiting Sexual and Gender-Based Misconduct, Harassment and Discrimination
Office Responsible:	Human Resources
Related Policies:	See text of policy
Related Laws:	See text of policy

Policy Statement

Oakland Community College (“OCC”) is committed to creating and maintaining a safe and non-discriminatory campus and workplace community that is free from Sexual and Gender-Based Misconduct, Harassment and Discrimination. This Policy applies to the Board of Trustees, college officers, students, faculty, staff, and third parties who are (1) employed by, attending, or affiliated with OCC; (2) participating in, or attempting to participate in, any OCC program or activity; and/or (3) visiting OCC’s campus(es) or any property owned or leased by OCC.

This centralized Policy is intended to meet OCC’s obligations under Title VII of the Civil Rights Act of 1964 (“Title VII”); Michigan Elliott-Larsen Civil Rights Act 453 of 1976 (“ELCRA”); Title IX of the Education Amendments of 1972 (“Title IX”); and regulations promulgated thereunder in 2020; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”), as amended by the Violence Against Women Reauthorization Act of 2013 (“VAWA”); and other applicable law and regulations.

“Prohibited conduct” under this Umbrella Policy includes prohibited conduct under:

- OCC’s [Title IX Policy and Procedures](#)
- OCC’s [Sexual Misconduct and Harassment Policy](#) Not Covered by Title IX
- OCC’s various [Non-discrimination and Anti-harassment](#) policy, and [EEO – Discrimination Prohibition](#) policy

The College adopts this Umbrella Policy with a commitment to:

- eliminating, preventing, and addressing the effects of Prohibited Conduct;
- fostering an environment where all individuals are well-informed and supported in reporting Prohibited Conduct;
- providing a fair and impartial process for all parties; and
- implementing procedures for violations of this Policy.

Students, faculty, staff, and third parties who violate this Policy may face, as appropriate, disciplinary action up to and including suspension, termination, expulsion, exclusion from OCC campuses, or other actions.

OCC encourages reporting all instances of Prohibited Conduct to:

Title IX Coordinator: Carmen White

Address: 2480 Opdyke Road Bloomfield Hills, MI 48304-2266

Phone: (248) 341-2200

Email: titleixcoordinator@oaklandcc.edu; or ccwhite@oaklandcc.edu

The Title IX Coordinator will determine which policies are applicable to the conduct reported and which procedures shall apply.

Individuals may be charged with violations of more than one policy for the same alleged acts of misconduct.

Filing an External Discrimination and/or Harassment Complaint

In addition to the internal complaint process described herein, members of the OCC community may elect to file a discrimination or harassment complaint with an external body, including a federal or state agency authorized to investigate such claims.

Michigan Department of Civil Rights

Phone: (313) 456-3700; 1-800-482-3604

Fax: (313) 456-3791

TTY: 877-878-8464

Email: MDCRServiceCenter@michigan.gov

https://www.michigan.gov/mdcr/0,4613,7-138-42240_43561-153171--,00.html

Equal Employment Opportunity Commission

Phone: 1-800-669-4000

Fax: (313) 226-4610

TTY: 1-800-669-6820

<https://www.eeoc.gov/field-office/detroit/location>

US. Department of Education, Office for Civil Rights

Michigan-Ohio Regional Office

Phone: (216) 522-4970

Fax: (216) 522-2573

TDD: 1-800-877-8339

Email: ocr@ed.gov

https://ocrcas.ed.gov/contact-ocr?field_state_value=661

Change Log

08-23-2021 Effective date

01-13-2023 Contact Information Updated

03-03-2023 Scope Updated