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| POLICY NAME: | **620.03: Sexual Harassment Complaints** |
| EFFECTIVE: | November 10, 2020 |
| SUPERSEDES: |  |
| SOURCE: |  [*Code of Alabama* *16-60-111.4*](https://codes.findlaw.com/al/title-16-education/al-code-sect-16-60-111-4.html) |
| CROSS REFERENCE: |  |

Each College shall adopt a Grievance Procedure for complaints of sexual harassment that is consistent with the requirements of 34 C.F.R. § [106.44](https://www.law.cornell.edu/cfr/text/34/106.44) and §[106.45](https://www.law.cornell.edu/cfr/text/34/106.45).

This policy is intended to cover complaints of sexual harassment occurring in a College’s education programs or activities by an individual applying for admission or employment, an employee, a student or an individual otherwise participating in or attempting to participate in a College’s educational programs or activities.