

## HARTNELL COMMUNITY COLLEGE DISTRICT

### AP 3435 Discrimination and Harassment Investigations

References: Education Code Section 66281.5; Government Code Section 12950.1er /Type /Page(c)15i18-(

**Filing a Timely Complaint:** Since failure to report harassment and discrimination impedes the District's ability to stop the behavior, the District strongly encourages anyone who believes they are being harassed or discriminated against, to file a complaint. The District also strongly encourages the filing of such complaints within 30 days of the alleged incident. While all complaints are taken seriously and will be investigated promptly, delay in filing impedes the District's ability to investigate and remediate.

All supervisors and managers have a mandatory duty to report incidents of harassment and discrimination; the existence of a hostile, offensive or intimidating work environment, and acts

















