When it comes to claims of sexual harassment or misconduct between men and women, which version are we to believe? Was the conduct in question subject to interpretation? Is it a matter of miscommunication or is it unprofessional behavior? What about the players, are they coworkers or is one person in a position of power over the other? Was there a prior romantic relationship or involvement between the parties? Was the behavior unwelcomed? How would similarly situated women or men interpret the same behavior?

Sexual harassment may include unwelcome verbal or written comments of a sexual nature. It may also include suggestions that academic or employment reprisals or benefits will follow the refusal or granting of sexual favors. Usually, sexual harassment involves sexual advances that are repeated and unwanted.

While it is difficult to prove a negative, in other words, that something did not occur, when investigating claims of sexual harassment the credibility of the parties and the circumstances alleged come into play as to whether there is objective evidence sufficient to constitute a finding of sexual harassment.

When it comes to matters between the sexes, it is best to communicate clearly so that good intentions are not misunderstood. We can all minimize the possibility that our behavior may cause harm or be interpreted as discrimination or harassment by being respectful, courteous, and reasonable in our interactions with others.

It is the policy of the Los Angeles Community College District to provide an educational, employment and business environment free from sexual harassment, so if you believe someone has crossed “the line” talk to the offender. Often times problems will stop once the offender realizes the conduct is unacceptable. Let the offender know that you do not like being treated this way and will report him/her unless it stops. If the offending conduct does not stop contact an administrator and/or the Office of Diversity Programs. Compliance Officers are always available to confidentially discuss any possible sexual harassment.
BLACK HISTORY MONTH

Black History Month, also known as African-American History Month, is a month set aside to learn, honor, and celebrate the achievements of black men and women throughout history. Since its inception, it has always been celebrated in February. Shown here are pictures from celebrations at Southwest and West Colleges.

“Everyone has the power for greatness, not for fame, but greatness, because greatness is determined by service.”

Martin Luther King, Jr. (Civil Rights Activist)
1-3* LEARN/Cafe West Poetry Cafe - Celebrating the Life and Works of Amiri Baraka, featuring West Professor, Poet and Filmmaker, Paul Calderon (Film) and Grammy Nominated Artist/Poet, Sonja Marie.

4-5* West L.A. BSU Chill & Grill Step Show (Sterling Thompson, Sabrina Hooks, and Step Show Participants)

6* Southwest Students help celebrate Black History Month

7** Southwest student and spoken word artist HOLLA delivered a gripping poem inspired by this year’s Black History Month theme: Each One. Teach One.

8** (L to R) TRIO Dean Nick Mata; Interim Dean, Math, PE & Health, Dr. Tangelia Alfred; Senior Secretary, Chauncine Stewart; Acting Vice President, Student Services Dr. Oscar Cobian.

9-10** Hip Hop Congress Poetry Event: Southwest’s Hip Hop Congress sponsored a poetry event during Black History Month to celebrate the many styles of poetry and music in the Black community.

11-13** Entrepreneur Expo: As part of Southwest’s Black History Month celebration, the Entrepreneur Club sponsored its second Entrepreneur Expo to showcase student small business owners from Southwest.

*Photos contributed by Arnita E. Porter, J.D., Adj. Asst. Prof. Business, West College
**Photos contributed by Miya Walker, Public Information Officer, Southwest College
NEW REGULATIONS TO BETTER SERVE PEOPLE WITH DISABILITIES

In February 2014, Interim Chancellor Adriana Barrera approved three new Administrative Regulations to help ensure the District’s programs, services, benefits, activities and facilities are accessible to and useable by to people with disabilities.

B-31 Accommodation or Barrier Removal Requests and Appeals
This regulation is intended to apply to members of the public, including students, who seek an accommodation or barrier removal for a District service or activity not covered by other District procedures.

B-32 Reasonable Accommodation for Employees with Disabilities
The purpose of this Administrative Regulation is to establish procedures by which the Los Angeles Community College District will provide reasonable accommodation to all employees with disabilities within the meaning of Americans with Disabilities Act (“ADA”), the California Fair Employment and Housing Act (“FEHA”) and/or Sections 503/504 of the 1973 Rehabilitation Act. These procedures supplement relevant personnel policies and collective bargaining agreements, and should be read in conjunction with those provisions.

B-33 Web Accessibility Standards and Guidelines
The purpose of this regulation is to establish requirements for website accessibility and to ensure compliance with state and federal laws regarding equal access to websites and content for individuals with disabilities.

More information on the regulations and disability access at the District can be found at the District’s Accessibility site at: https://www.laccd.edu/ADA/ and the District’s Administrative Regulations site: https://www.laccd.edu/About/Pages/Admin-Regs.aspx.