

- i) Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing, or participation in any Colby programs and/or activities, or is used as the basis for Colby decisions affecting the individual (often referred to as "quid pro quo" harassment); or
- ii) Such conduct creates a hostile environment. A hostile environment exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from

Complaints may also be filed with the Maine Human Rights Commission, 207-624-6290, 51 State House Station, Augusta, ME 04333.

Retaliation Prohibited

Colby prohibits retaliation against anyone who makes a good faith report of conduct in violation of Colby's discrimination or harassment policies. Further, Colby will not tolerate retaliation against any employee who, in good faith, cooperates in the investigation of such conduct.

[Colby College Harassment and Sexual Misconduct Policy and Complaint Procedures](#)

Contact

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