

II. **SCOPE**

All applicants, employees, students, and third parties who are members of our community

III. **PROCEDURE**

A. **POLICY**

Lincoln Educational Services (Lincoln) is committed to maintaining an educational and work environment free from discrimination and harassment based on age, race, color, sex, gender, sexual orientation, religion or creed, national or ethnic origin, and disability. Lincoln does not discriminate, nor will it permit or tolerate discrimination or harassment against a student, employee, or other member of each school's community, on any of the listed bases in its programs, activities and services.

Whether conduct is sufficiently severe or pervasive to constitute a hostile environment is determined both from a subjective and objective perspective. A hostile environment can be created by oral, written, graphic, or physical conduct, and can take many forms including but not limited to:

- Racial slurs
- Ethnic jokes
- Disparaging or insensitive remarks about an individual's religion, age, physical ability or religion

victim's educational benefits or opportunities, or job performance evaluation, a promotion or other job benefits or detriments;

- Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks, jokes or comments about a person's sexuality or sexual experience, which create a hostile environment.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - Displaying pictures, posters, calendars, graffiti, objects, promotional material, reading materials or other materials that are sexually demeaning or pornographic. This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:
 - Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise interfering with the individual's ability to perform the job;
 - Sabotaging an individual's work;
 - Bullying, yelling, name-calling.

4. Retaliation. This Policy prohibits any form of retaliation, including

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