

NUMBER: EOP 1.03
SECTION: Equal Opportunity Programs
SUBJECT: Discriminatory Harassment
DATE: September 19, 2001
Policy for: All Campuses
Procedure for: All Campuses
Authorized by: Bobby D. Gist
Issued by: Equal Opportunity Programs

I. Policy:

The University of South Carolina is committed to a policy of affirmative action/equal opportunity and non-discrimination on the basis of race, gender, age, color, religion, national origin, disability or veteran status. This commitment applies to all academic and non-academic personnel matters and to educational access for all persons including employees, prospective employees, students, prospective students and other persons utilizing the University's programs and facilities.

The University of South Carolina is committed to ensuring that all persons are able to learn, work and enjoy a workplace, educational and living environment that is free from discriminatory harassment, treatment or services.

Harassment of any person or group of persons on the basis of race, color, national origin, religion, gender, age, disability or veteran status is a form of illegal discrimination prohibited by University policy, state law and federal law. Harassment of any person or group of persons on the basis of race, color, national origin, religion, gender, age, disability or veteran status will not be tolerated by the University of South Carolina.

Any employee, student, student organization or person pursuing their education at the University of South Carolina who violates this policy shall be subjected to disciplinary action up to and including termination and expulsion from the University.

Discriminatory harassment includes conduct (oral, written, graphic, or physical) directed against any person or group of persons because of race, color, national origin, religion, gender, age, disability or veteran's status that has the purpose or reasonably foreseeable effect of creating an offensive, demeaning, intimidating, or hostile environment for that person or group of persons. Such conduct includes, but is not limited to, objectionable epithets, demeaning depictions or treatment, and threatened or actual abuse or harm.

In addition, the University of South Carolina Sexual Harassment Policy includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- *Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or a student's status in a course, program or activity.*
- *Submission to or rejection of such conduct by an employee or student is used as the basis for employment or academic decisions affecting that employee or student.*
- *Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or a student's academic performance or creates an intimidating, hostile or offensive employment, educational or living environment.*

All University Vice Presidents, Deans, Department Chairpersons, managers and supervisors shall take appropriate steps to disseminate this harassment policy statement and inform employees and students of procedures for lodging complaints. All members of the student body, faculty and staff are expected to assist in implementing this policy.

The scholarly, educational or artistic content of any written, oral, or other presentation or inquiry shall not be limited by this Policy. It is the intent of this paragraph that academic freedom shall be allowed all members of the academic community. Accordingly, this provision of academic freedom shall be liberally construed but shall not be used as a pretextual basis for violation of this Policy.

II. Procedure:

Any student, prospective student, employee or prospective employee with a complaint of discriminatory harassment should contact the Office of Equal Opportunity Programs to obtain information on the procedure for handling such complaints. Any questions regarding either this policy statement or specific fact situation should be addressed to the Office of Equal Opportunity Programs, 1600 Hampton Street, Suite 805, Columbia, SC 29208, (803) 777-3854.