



VISIT OUR WEBSITE AT WWW.SC.EDU/EOP

Sexual harassment is a form of illegal sex discrimination which is prohibited under Federal and State laws and University Policies:

- Title VII of the Civil Rights Act of 1964 - Federal Law
- Title IX of the Education Amendments of 1972 - Federal Law
- The South Carolina Human Affairs Law - State Law
- USC EOP Policy 1.02
- USC EOP Policy 1.03
- USC EOP Policy 1.04
- USC STAF Policy 1.08
- USC STAF Policy 1.09
- USC STAF Policy 6.24

Persons filing a complaint or serving as a witness are protected from any type of retaliation.

Visit our website to read the University policy on Sexual Harassment:
www.sc.edu/eop

THE UNIVERSITY OF SOUTH CAROLINA IS COMMITTED TO PROVIDING A LEARNING AND WORKING ENVIRONMENT IN WHICH PERSONS MAY VISIT, STUDY AND WORK FREE OF SEXUAL HARASSMENT.

OTHER RESOURCES

- Student Ombudsperson 803-777-4172
- Employee Relations 803-777-3824
- Faculty Ombudsperson 803-216-3504
- Law Enforcement 803-777-4215

The University of South Carolina does not discriminate in educational or employment opportunities or decisions for qualified persons on the basis of race, color, sex, gender, religion, national origin, disability, genetics, sexual orientation or veteran status.

Office of Equal Opportunity Programs
1600 Hampton Street, Suite 805
Columbia, SC 29208
Phone: 803-777-3854
Fax: 803-777-2296
www.sc.edu/eop

SEXUAL HARASSMENT

What It Is...

What To Do If You Are Harassed...

What To Do If You Are Made Aware Of Someone Being Harassed...



UNIVERSITY OF SOUTH CAROLINA

SEXUAL HARASSMENT . . .

www.sc.edu/eop



YOU MAY BE A USC STUDENT ON CAMPUS

YOU MAY BE A USC INTERN OFF CAMPUS

YOU MAY BE A USC GRADUATE STUDENT

YOU MAY BE A USC EMPLOYEE

YOU MAY BE A VISITOR

USC has a zero tolerance policy which is enforced against any person found to be in violation. All persons—Faculty, Staff, Students and Visitors, have the right to be protected from sexual harassment. If you have any questions about sexual harassment, contact us at (803) 777-3854 or www.sc.edu/eop.

DEFINITIONS:

Sexual harassment is any sexual or gender-based behavior that adversely affects a person's working or academic/learning environment.

Sexual harassment occurs when unwelcome advances, requests for sexual favors, or other verbal or physical contact of a sexual nature is made explicitly or implicitly, as a term or condition of an individual's educational status or employment, or is used as a basis for academic or employment decisions affecting an individual.

Sexual harassment includes any unwanted sexual attention. This includes, but is not limited to, sexually suggestive remarks, looks or gestures, sexual teasing or jokes, sexually demeaning comments, pressure for dates or sex, offering a passing grade for sexual favors, deliberate touching, cornering, pinching or grabbing, attempts to kiss, and explicit or implied requests for sex in exchange for grades, promotions, salary increases or other terms and conditions of employment.

Harassment does not have to be of a sexual nature; for instance, it may include offensive remarks about a person's sex or gender identity.

Males and females can be harassed by members of the same or opposite sex.



IF YOU OR SOMEONE YOU KNOW AT USC IS BEING SEXUALLY HARASSED:

Contact the USC EOP Office immediately for advice and guidance.

Keep detailed notes of what happened, when, where and who was present.

Consider informing the individual involved that the conduct was unwelcome.

IF YOU ARE ACCUSED OF SEXUAL HARASSMENT:

You will be informed of any complaint filed against you and provided with the allegations.

If you have any questions, please contact our office.

IF YOU ARE IN A POSITION OF AUTHORITY: (Supervisor, Manager, Dean, Chair, Faculty, Etc.)

Your role as a USC official is clear. You **MUST** contact the USC EOP Office if you have knowledge of a sexual harassment allegation.

Distribute the Sexual Harassment Policy to faculty, staff, and students in your department.

Remind employees of USC's zero-tolerance of sexual harassment.

Take every complaint seriously and ensure that others do so as well.