

ADMINISTRATIVE DIVISION Office of Equal Opportunity Programs	POLICY NUMBER EOP 1.03
POLICY TITLE Prohibition of Unlawful Discrimination and Harassment	
SCOPE OF POLICY All Campuses	DATE OF REVISION: August 13, 2020
RESPONSIBLE OFFICER Director of the Office of Equal Opportunity Programs	ADMINISTRATIVE OFFICE Equal Opportunity Programs

PURPOSE

The University of South Carolina prohibits unlawful discrimination and harassment.

DEFINITIONS

Unlawful Discrimination: Unfair or unequal treatment of an individual or group of individuals based on race, color, national origin, religion, sex, gender, gender identity, transgender status, age, disability, sexual orientation, genetics, protected veteran status, pregnancy, child birth or related medical conditions, or any other category protected by law which interferes with or limits the ability of an individual or group of individuals to participate in or benefit from the services, activities or privileges provided by the university.

Unlawful Harassment: Unlawful harassment is a specific type of unlawful discrimination; it includes conduct (oral, written, graphic or physical) which is directed against any individual or group of individuals based on one or more of the characteristics set forth above that is sufficiently severe, pervasive or persistent to interfere with or limit the ability of an individual or group to participate in or benefit from programs, services and activities provided by the university. Such conduct may include, but is not limited to, objectionable epithets, demeaning depictions or treatment and threatened or actual abuse of harm.

POLICY STATEMENT

- A. The University of South Carolina is committed to providing an environment free from unlawful discrimination and harassment. Discrimination or harassment based on race, sex, gender, gender identity, transgender status, age, color, religion, national origin, disability, sexual orientation, genetics, protected veteran status, pregnancy, childbirth or related medical conditions, is prohibited. This prohibition applies to all personnel matters and to educational access for all persons, including employees, prospective employees, students, prospective students and other persons utilizing the university’s resources.
- B. Any employee or student of the University of South Carolina who violates this policy shall be subject to disciplinary action, which may include termination or expulsion from the university.

C. This policy is not intended to limit or infringe the academic freedom of members of the academic community. Scholarly, educational, or artistic expression in written, oral, graphic, or any other form, which is permitted by law shall not be limited by this policy.

PROCEDURES

- A. The Office of Equal Opportunity Programs serves as the lead university office for the receipt and investigation of all complaints of unlawful discrimination and harassment involving members of the university community.
- B. Any student, prospective student, employee or prospective employee or campus visitor may file a complaint of unlawful discrimination or harassment with the Office of Equal Opportunity Programs.
- C. Disciplinary action against students will proceed pursuant to the applicable student code of conduct. Disciplinary action against faculty will proceed pursuant to the applicable faculty manual, and against staff pursuant to the HR policy 1.39, Disciplinary Action and Termination for Cause.

RELATED UNIVERSITY, STATE AND FEDERAL POLICIES

- [EOP 1.01 Equal Opportunity Complaint Processing Procedures EOP](#)
- [1.02 Sexual Harassment](#)
- [EOP 1.05 Sexual Misconduct, Intimate Partner Violence and Stalking](#)
- [STAF 6.00 Disability Discrimination](#)
- [STAF 6.24 Student Non-Discrimination and Non-Harassment](#)

DATE OF REVISION	REASON FOR REVISION
September 06, 2018	This policy was revised to remove unnecessary provisions and to incorporate the provisions of EOP Policy 1.04, the university’s non-discrimination policy.
August 13, 2020	The list of protected classes was expanded to reflect the 2020 US Supreme Court decision.