

Racial Harassment

UNC Charlotte is committed to ensuring an environment for all students and employees that is fair, humane and respectful - an environment that supports and rewards student and employee performance on the basis of relevant considerations such as ability and effort. Behaviors that inappropriately assert a person's race, ethnicity or ancestry as relevant to student or employee performance are damaging to the desired environment. **Racial harassment by any member of the University community is a violation of both law and University policy and will not be tolerated in the University community.**

Racial harassment is defined here as any verbal or physical behavior that occurs on the University campus or on premises under University control, that stigmatizes or victimizes an individual on the basis of race, ethnicity, or ancestry, and that involves an express or implied threat to or interference with any facet of an individual's University life or creates an intimidating, hostile or demeaning environment for that individual in the University community.

If you are aware of incidents of racial harassment at UNC Charlotte or if you are a victim, you are urged to take action by contacting a University mediator or the affirmative action officer (222 King, 704-687-4269). Students who feel that they may be victims of racial harassment may seek redress by contacting the Dean of Students Office (217 King, 704-687-2375), a University mediator, or the affirmative action officer. The official University policy, Policy Statement #95, "Fighting Words' Harassment in the University Community," can be found at www.legal.uncc.edu/policies/ps-95.html.