

## Sexual Harassment Policy

POL 04.25.03

**Non-Discrimination**

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**Authority:** Board of Trustees

**History:** First Issued: September 18, 1992. Last Revised: December 22, 2005. [Additional History Information.](#)

**Related Policies:** [Interpersonal Relationships among Faculty, Staff and Students POL04.20.6](#)

**Additional References:** UNC Code: Appendix I.C. (Personnel) and XII (Students)

**Contact Info:** Assistant Vice Provost and Director of Harassment Prevention and Equity Programs (919-513-1234)

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### 1. POLICY STATEMENT

1.1 Sexual harassment is a form of sex discrimination in violation of federal and state law and North Carolina State University policy, and will not be tolerated. North Carolina State University will respond promptly to all complaints of sexual harassment. Faculty, staff, and students should be aware that violation of this policy will lead to serious disciplinary action up to and including dismissal.

1.2 North Carolina State University hereby affirms its desire to maintain a work environment for all employees and an academic environment for all faculty and students that is free from all forms of harassment and discrimination. North Carolina State University wishes to maintain an environment which supports and rewards individuals on the basis of such relevant factors as academic ability and work performance.

1.3 Conduct or action that either imposes a requirement of sexual cooperation as a condition of employment, employment decisions or academic advancement, or creates an intimidating environment that prevents effective learning or work performance, is in opposition to a campus environment free of harassment.

### 2. DEFINITION

2.1 Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

2.1.1 submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, employment decisions, academic advancement and/or receipt of a needed or legitimately requested University service, or

2.1.2 submission to, or rejection of, such conduct by an individual is used as the basis for decisions affecting such individual in matters of employment, employment decisions, academic advancement or receipt of a needed or legitimately requested University service, or

2.1.3 such conduct has the intention or effect of unreasonably interfering with an individual's work or academic performance or of creating an intimidating, hostile or offensive working/learning environment.

2.2 Sexual harassment may involve persons of the opposite sex or persons of the same sex.

### 3. PROCEDURES, TRAINING, EDUCATION AND PREVENTION

3.1 The Board of Trustees hereby delegates to the Chancellor the authority to implement this policy and to establish necessary and appropriate procedures to achieve a harassment-free campus.