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Equal Opportunity & Title IX

Georgia Southern University

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Georgia Southern University Policy Prohibiting Sexual Harassment

Sexual harassment is a form of unlawful discrimination. It violates federal and state laws, Board of Regents' policies, and Georgia Southern University policies, which provide that it shall be an unlawful discriminatory practice for any employer to fail or refuse to hire, or discharge, or otherwise discriminate against any person with respect to any matter directly or indirectly related to employment (or academic standing) because of the individual's sex.

It is the policy of Georgia Southern University to prohibit sexual harassment and to respond promptly to all complaints of sexual harassment. This policy extends to all members of the University's student body, faculty and staff, and participants in the University's programs, and applies whether the harasser is a member of the University's student body, faculty, staff, or a provider of service to the University.

Sexual harassment is defined as unwelcome conduct of a sexual nature. Such conduct may include sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Conduct that is severe **or** pervasive enough to create a hostile work or academic environment constitutes one type of sexual harassment. Depending on the severity, it is possible for a single incident to be sufficient to constitute a hostile environment. Employees have a duty to immediately report to the Director of Diversity Services (who is also the Title IX Coordinator) any incidence of sexual harassment unless they are statutorily barred from sharing such information. Students should and employees must report any **unwelcome** conduct of a sexual nature regardless of severity or the number of occurrences so that Georgia Southern can take steps to address harassment before it creates a hostile environment.

Georgia Southern University will conduct a thorough investigation of all complaints of sexual harassment. When a finding is made that sexual harassment has occurred, the University will take appropriate action ranging from informal resolution up to and including termination or dismissal in accordance with the requirements of due process. This policy covers sexual violence, sexual misconduct, relationship violence (including Domestic Violence and Dating Violence), and stalking, including stalking using any technology. Sexual violence includes sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to use of drugs and/or alcohol or due to an intellectual or other disability. Examples of sexual violence include rape, sexual assault, sexual battery, and sexual coercion.

In order that the University can take corrective measures to end the harassment, persons who feel that they have been subjected to sexual harassment, and persons who believe they have observed sexual harassment should file a report with the Director, Diversity Services in the Rosenwald Building, room 1066 or call 912-478-5136; or any member of the University's administrative staff, such as a vice president, dean, department chair, supervisor, or director. If anyone is unwilling or unable to file a sexual harassment complaint during normal business hours they can file with Public Safety at 478-5234.

Retaliation against a person who participates in a good faith investigation of a sexual harassment complaint is a violation of state and federal laws for which the offender shall be subject to disciplinary action. For more information about the procedures for reporting sexual harassment contact the Office of Diversity Services at (912) 478-5136 or TDD (912) 478-0273. Inquiries concerning Title IX may be referred to the Title IX coordinator in the University's Office of Diversity Services or to the United States Department of Education Office for Civil Rights.

This policy has my unequivocal support, and I request that all members of the staff, faculty, and student body join me in order to ensure that nondiscriminatory policy and practices are followed and upheld at Georgia Southern University.

Contact Information

Equal Opportunity & Title IX office

P. O. Box 8035

Statesboro, GA 30460

Phone: (912) 478-5136

Fax: (912) 478-0197

affirmac@georgiasouthern.edu

Equal Opportunity & Title IX Office • PO Box 8035 Statesboro, GA 30460 • (912) 478-5136



GEORGIA SOUTHERN UNIVERSITY

1332 Southern Drive

Statesboro, Georgia 30458

Phone: (912) 478-4636 (GSU-INFO)

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