

Any person may report sex discrimination (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by mail, by telephone, by video, or by email using the contact information listed for the Title IX Coordinator (below). A report may be made at any time (including during non-business hours) by submitting the online Sexual Harassment Reporting Form.

Questions regarding Title IX, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator. For a complete copy of the policy and regulation or for more information, please visit the Office of Title IX and Clery Compliance, see Sexual Harassment & Regulation, or contact the Title IX Coordinator.

Individuals who believe they have experienced sex discrimination, harassment, and/or retaliation in violation of university policy should contact the Title IX Coordinator.

For more information visit: uncp.edu/resources/title-ix-clery-compliance/non-discrimination-policy-statement.

POLICY PROHIBITING ILLEGAL HARASSMENT AND DISCRIMINATION

INTRODUCTION

1.1 The University of North Carolina at Pembroke 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. UNCP wishes to maintain an environment which supports and rewards individuals on the basis of such relevant factors as academic ability and work performance. Conduct or action that is based on a person's race, color, creed, national origin, religion, sex, age, disability, or veteran status creating a hostile environment that prevents effective learning or work performance is in opposition to a campus environment free of harassment.

VIOLATIONS

2.1 No student or student group shall engage in conduct, or assist another in the following conduct:

2.1.a Discrimination on the basis of race, color, ethnicity, national origin, religion, creed, age, disability, honorable service in the armed services of the United States, or sex, except as allowed under Title IX, that impairs or may impair an individual's university working conditions, privileges, or opportunities for university employment, educational opportunities, participation in university-sponsored extracurricular activities, or opportunities to benefit from other aspects of university life. Religious student groups with bona fide religious beliefs that will be contradicted by the group's compliance with this provision should contact the vice chancellor for Student Affairs to obtain the university's policy regarding requests for exceptions under this provision.

2.1.b Harassment or intimidation directed toward a particular person or persons that is severe or pervasive and abuses or otherwise unreasonably interferes with another so as to adversely affect their academic pursuits, opportunities for university employment, participation in university-sponsored extracurricular activities, or opportunities to benefit from other aspects of university life.

2.1.c Threats that involve violation of restraining orders or no-contact orders imposed by government or campus authorities, stalking, or other activities that create a reasonable apprehension of physical or emotional harm to an individual following a request or order to desist.

2.1.d The face-to-face use of "fighting words" to harass any person or persons on the university campus or other property under university control. "Fighting words" are those personally abusive epithets which, when directly addressed to any ordinary person, are in the context used and as a matter of common knowledge, inherently likely to provoke an immediate and violent reaction, whether or not they actually do so.

2.2 Students violating this policy may be subject to disciplinary action up to and including dismissal.

TO REPORT VIOLATIONS