

## **Troy University**

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### **Immunization Against Disease During an Outbreak/Epidemic**

During an epidemic or a threatened epidemic of any disease preventable by immunization on a campus of the University, and when an emergency has been declared by appropriate health authorities of this state, the Chancellor of the University is authorized, in conjunction with the appropriate health authorities, to promulgate rules and regulations specifying those diseases against which immunizations may be required.

Any individual who cannot show proof of immunity or adequate immunization and refuses to be immunized shall be excluded from any facility of the University until such time as he/she presents valid evidence that he/she is immunized against the disease or the epidemic or the threat no longer constitutes a significant public health danger.

### **Loitering**

Loitering in and around campus buildings is not permitted. Persons may not loiter in any building, at the entrance to buildings, or on the grounds around a building. Loitering will subject violators to disciplinary through the provisions of the University Standards of Conduct.

### **Nondiscrimination Policy**

Troy University is an equal opportunity institution and does not discriminate on the basis of sex, race, color, national origin, political or religious opinions or affiliations, sexual preference, gender, disability, or disabled veteran/Vietnam-Era veteran status, (except in those cases in which sex, age, national origin, or disability are bona fide occupational qualifications) in any of its programs including admissions of students and employment. The university complies with Title IX of the Education Amendments of 1972. Inquiries concerning the application of Title IX may be referred by employees to the Director of Human Resources at telephone number (334) 670-3554.

### **Notices Through the Mail**

Notices or any other correspondence will be addressed to students at the last address posted on the records of the university. Such correspondence deposited in the United States mail, postage prepaid, shall be presumed to have been received and read by the students. The University is not responsible for mail which is undeliverable per the address on the student's record.

### **Policy on Harassment and Discrimination**

Harassment or discrimination by anyone, whether in the classroom, the office, at a University sponsored function, or within any university environment, will not be tolerated. Individuals found to participate in harassment or discrimination will be subject to disciplinary procedures up to and including termination.

#### **Individuals Covered Under the Policy**

Troy University's comprehensive harassment and discrimination policy covers all employees, students, applicants, vendors/contractors, visitors, and all others conducting official business with the University.

#### **Definition of Harassment**

For purposes of Troy University's policy, harassment is any comments or conduct consisting of words or actions that are unwelcome or offensive to a person in relation to sex, race, age, religion, national origin, color, marital status, pregnancy, disability or veteran's status. This is inclusive of comments or conduct by a person in a position of authority that is intimidating, threatening or abusive. Harassment can also occur between people of similar authority. Harassment occurs when it is known or ought reasonably to be known that such comments or conduct would be unwelcome.

Examples of harassment include gestures, remarks, jokes, taunting, innuendos, display of offensive materials, threats, imposition of academic penalties, hazing, stalking, shunning, or exclusion related to the discriminatory or harassing grounds. The victim should directly inform

the harasser that the conduct is unwelcome and must stop. The victim should report any complaint as dictated by policy.

**NOTE:** In any case of harassment, the harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee to include students.

### **A. Sexual Harassment**

Sexual harassment as defined by this policy includes unwelcome sexual advances, requests for sexual favors, and any other verbal, graphic, or physical conduct. If these events are of sexual nature it constitutes sexual harassment when submission to, or rejection of this conduct explicitly or implicitly, affects an individual's employment or educational experience, unreasonably interferes with an individual's work performance or academic performance, or creates an intimidating, hostile, or offensive work or educational environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

1. Demanding sexual favors in exchange for favorable evaluations, assignments, promotions, continued employment, grades, letters of recommendation, or similar promises.
2. Subtle pressure for sexual activity.
3. Continued or repeated sexual jokes, kidding, teasing, epithets, flirtation, advances, or propositions.
4. Derogatory or demeaning comments about gender, whether sexual or not.
5. Harassment consistently targeted at only one sex, even if the content of the verbal abuse is not sexual.
6. Verbal abuse of a sexual nature.
7. Graphic verbal commentary about an individual's body, clothing, sexual process, or sexual deficiencies.
8. Sexually degrading or vulgar words to describe an individual.
9. Leering, whistling, touching, pinching, brushing the body, assault, coerced sexual acts, or suggestive, insulting, or obscene comments or gestures.
10. The display in the workplace or an academic environment of sexually suggestive objects, pictures, posters or cartoons.
11. Introduction or utilization of inappropriate sexual material in an academic setting.
12. Name calling, relating stories, gossip, comments, or jokes that may be derogatory toward a particular sex.
13. The display of sexually suggestive graffiti.
14. Asking questions about sexual conduct or sexual orientation or performances.
15. Offensive, repeated requests for dates, even if made after work.
16. Continued advances of a sexual nature which are rejected, even after the parties break off a consensual relationship.

### **Definition of Discrimination**

For the purposes of Troy University's policy, discrimination is defined as any action resulting in illegal differentiation or adverse treatment of an individual based on their age, sex, race, religion, national origin, marital status or veteran status.

### **Procedures**

#### **A. Reporting a Complaint**

Troy University encourages anyone that believes he or she is being harassed or discriminated against should report the incident within 180 days. An incident should be reported in one of