

## **Policy Prohibiting Sexual Discrimination and Harassment**

**Initially adopted 9/24/12**

**Revisions Adopted by President's Cabinet 10/22/13**

East Georgia State College does not discriminate on the basis of sex in its educational programs.

Sexual harassment and sexual violence are forms of unlawful sex discrimination. Sex discrimination violates federal and state laws, Board of Regents' policies, and East Georgia State College policies, which provide that it shall be an unlawful discriminatory practice for an educational recipient of federal financial assistance to discriminate on the basis of sex in its programs.

East Georgia State College prohibits sexual harassment and responds promptly to all complaints of sexual harassment. This policy applies to conduct on and off campus. The policy extends to all members of the College's student body, faculty and staff, visitors, and all participants in the College's programs, and the policy also applies whether the harasser is a member of the College's student body, faculty, staff, a visitor, or a provider of services to the College.

Sexual harassment is unwelcome conduct of a sexual nature, including sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing; or
- Submission to or rejection of such conduct by an individual is used as a basis for an employment or academic decision affecting such individual; or
- Such conduct unreasonably interferes with an individual's work or academic performance, or creates an intimidating, hostile, or offensive working or academic environment.

Sexual violence is a physical sexual act taken against a person's will, or when a person is incapable of consenting due to alcohol or drug use. Sexual violence includes rape, sexual battery, and sexual coercion.

**No Retaliation Statement:** The ability of individuals to oppose discriminatory practices, and to participate in investigations and proceedings is critical to ensuring equal educational opportunity in accordance with federal civil rights laws. Discriminatory practices are often raised and remedied when students, parents, teachers, coaches, employees and others can report such practices to institution administrators without fear of retaliation. Individuals should be commended for raising concerns about compliance with federal civil rights laws, not punished for doing so. Retaliation includes intimidating, threatening, coercing or in any way discriminating against the individual because of the individual's complaint or participation in an investigation or proceeding concerning a potential civil rights violation. Retaliation is a violation of federal civil rights law.

East Georgia State College prohibits retaliation against any person who has reported or filed a complaint of sexual harassment or who has participated in an investigation of a sexual harassment complaint. Retaliation violates federal and state laws, Board of Regents' policies, and East Georgia State College policies, subjecting the offender to disciplinary action up to and including termination. Friends, colleagues, team members and others under the jurisdiction of the College that retaliate against the complainant or against individuals participating in an investigation or proceeding concerning an alleged civil rights violation could be subject to disciplinary action as provided under the policies and procedures of the college.

East Georgia State College will conduct a prompt, thorough, and confidential investigation of all complaints of sexual harassment. Any act of sexual harassment will subject the offender to sanctions up to and including dismissal after compliance with any applicable due process requirements. This policy covers sexual misconduct, sexual assault and violence, and stalking, including stalking using any technology.

In order that the College can take corrective measures to end harassment, persons who feel that they have been subjected to sexual harassment and persons who may have knowledge of sexual harassment should file a complaint with

the Title IX Coordinator (or with any member of the College's administrative staff, such as a vice president, department chair, supervisor, or director). Any faculty or staff member with knowledge of sexual harassment or who has received a report of sexual harassment must immediately report the same to the Title IX Coordinator.

The following person has been designated as the Title IX Coordinator to handle inquiries regarding the nondiscrimination policies and to serve as the overall campus coordinator for purposes of Title IX compliance: Tracy Woods, Director of Human Resources, East Georgia State College, 131 College Circle, Swainsboro, Georgia 30401; telephone 478-289-2035; email [twoods@ega.edu](mailto:twoods@ega.edu).

The following person has been designated as a deputy Title IX Coordinator: Vicki Sherrod, Director of Student Life, Student Services, East Georgia State College, 131 College Circle, Swainsboro, Georgia 30401; telephone 478-289-2105; email [vsherrod@ega.edu](mailto:vsherrod@ega.edu).

In the event the alleged harasser is the Title IX Coordinator, complaints of harassment should be made to the Deputy Title IX Coordinator. Likewise, if the alleged harasser is the Deputy Title IX Coordinator, complaints of harassment should be made to the Title IX Coordinator.

If anyone is unable or unwilling to file a sexual harassment complaint during normal business hours, he or she can file the complaint with campus Public Safety at 478-455-0125 (Swainsboro) or 912-623-2462 (Statesboro). The complaint filing, investigation, and resolution procedures with an estimated timeline for all phases are set forth in the College's *Discrimination and Harassment Policy*.

For additional information about the procedures for reporting sexual harassment and sexual assault, contact the Title IX Coordinator. Inquiries concerning Title IX may be referred to the Title IX Coordinator or to the Office for Civil Rights in the US Department of Education. For the address and telephone number of the US Department of Education office that serves your area, visit <http://wdcrocolp01.ed.gov/CFAPPS/OCR/contactus.cfm>, or call 1-800-421-3481.

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For an up-to-date copy, go to the policies and procedures page on the EGC website