

Harassment and Discrimination

Policy Number: HR – 014

Purpose

Surry Community College prohibits discrimination based on race, gender, color, creed, religion, national or ethnic origin, disability, political affiliation, age, sex, sexual orientation, Veteran, or marital status and will not tolerate any form of unlawful discrimination or harassment. Surry Community College will take all steps necessary to prohibit unlawful discrimination and/or harassment in the workplace and educational setting. All employees and students are responsible for ensuring a work and educational environment free from prohibited discrimination and harassment. Employees and students are encouraged to report violations of this Policy in the manner hereinafter stated.

Scope

This Policy applies to all Surry Community College employees and students, and to all College sponsored events, programs, and activities both on and off campus.

Objectives

By adopting and publishing this Policy, it is the intention of the Surry Community College Board of Trustees to:

- A. Notify employees and students about the types of conduct which constitute unlawful discrimination or harassment prohibited by this Policy.
- B. Inform employees and students about the complaint procedures established by the College which enable any employee/student who believes (s)he is the victim of unlawful discrimination or harassment to submit a complaint which will be investigated by the College.
- C. Notify all employees and students that the College has appointed Compliance Officers who are specifically designated to receive complaints of discrimination or harassment and to ensure compliance with this Policy.

Definitions

Prohibited Discrimination of Employees and Students

Prohibited discrimination of employees and/or students is any form of negative treatment of an employee or a student, by either a College employee or student which:

Negatively impacts an employee's employment opportunities and/or employment benefits or negatively impacts a student's educational opportunities.

Is based upon the employee's or student's race, color, creed, religion, national or ethnic origin, disability, political affiliation, age, sex, sexual orientation, gender, Veteran, or marital status. Prohibited discrimination of employees or students can also take the form of harassment even where there is no tangible impact upon the employee's employment opportunities and/or employment benefits or the student's educational opportunities. The phrase "prohibited unlawful discrimination" as used in this Policy includes all forms of "prohibited unlawful harassment" (defined below).

Prohibited Unlawful Harassment

Harassment can constitute a form of prohibited unlawful discrimination under this Policy if it is unwelcome and has the purpose or effect of unreasonably interfering with an individual's work or educational performance, or creating an intimidating, hostile or offensive working or educational environment. Such harassment of employees or students is prohibited by this Policy if it is based upon race, color, creed, religion, national origin, disability, political affiliation, age, sex, sexual orientation, gender, Veteran, or marital status. In this regard, individuals subject to this Policy should be mindful that conduct or behavior that is acceptable, amusing or inoffensive to some individuals may be viewed as unwelcome, abusive or offensive to others.

Prohibited Behavior

While it is impossible to list all of the possible forms of unlawful harassment, the following is a list of *examples* of conduct that may constitute harassment:

- The North Carolina General Statute §14-35 defines hazing and the punishment set forth for hazing. The North Carolina General Statutes §14-458.1 defines cyber-bullying and the punishment set forth for cyber-bullying.
- Using slurs or derogatory terms based on race, color, creed, religion, national origin, disability, political affiliation, age, sex, sexual orientation, gender, Veteran, or marital status.
- Telling derogatory jokes or stories based on race, color, creed, religion, national origin, disability, political affiliation, age, sex, sexual orientation, gender, Veteran, or marital status.
- Displaying graffiti or other derogatory or insulting writings based on race, color, creed, religion, national origin, disability, political affiliation, age, sex, sexual orientation, gender, Veteran, or marital status.
- Making degrading comments about a person and/or his or her appearance based on race, color, creed, religion, national origin, disability, political affiliation, age, sex, sexual orientation, gender, Veteran, or marital status.
- Demeaning or criticizing an individual because of his or her race, color, creed, religion, national origin, disability, political affiliation, age, sex, sexual orientation, gender, Veteran, or marital status.
- Sabotaging, damaging, or interfering with an individual's work because of that individual's race, color, creed, religion, national origin, disability, political affiliation, age, sex, sexual orientation, gender, Veteran, or marital status.
- Threatening or intimidating an individual because of his or her race, color, creed, religion, national origin, disability, political affiliation, age, sex, sexual orientation, gender, Veteran, or marital status.

This list is not intended to be all-inclusive. Furthermore, while a single incident of these types of behavior may not create a hostile working or educational environment, if such behavior is severe, persistent or pervasive, or if submission to such conduct is made either explicitly or implicitly a term or condition of employment or receipt of employment benefits or educational outcome, such conduct constitutes prohibited discrimination and/or harassment.

Policy Enforcement

Surry Community College will use the Civil Rights Investigation Model to handle all grievance issues pertaining to student and employee misconduct. This process will ensure a prompt, thorough, fair, and impartial investigation and resolution for all parties involved. For more information regarding the grievance process, please see the *Student and Employee Grievance Process Policy*.

Gender-Based and Sexual Misconduct

Surry Community College students, employees, guests and visitors have the right to be free from all forms of gender-based and sexual discrimination. These include, but are not limited to, sexual violence, sexual harassment, domestic violence, intimate partner violence, dating violence and stalking. All members of the campus community are expected to conduct themselves in a manner that does not infringe on the rights of others. For more information regarding the gender-based and sexual discrimination, please refer to the *Gender-Based and Sexual Misconduct Policy*.

Compliance Officers

Compliance Officer for employees:
The Director of Human Resources
Melonie Weathers, Director, Human Resources
Deputy Title IX Coordinator
A-Building, second floor
Surry Community College
630 South Main Street
Dobson, NC 27017
(336) 386-3207
[Melonie Weathers](#)

Compliance Officer for students:
The Chief Academic Officer
Dr. Jami Woods, Vice President of Academic Affairs
Title IX Coordinator
A-Building, first floor
Surry Community College
630 South Main Street
Dobson, NC 27017
(336) 386-3279
[Jami Woods](#)

Adopted by the Board of Trustees, June 08, 2015.

