

HORRY-GEORGETOWN TECHNICAL COLLEGE

POLICY

Number: 3.5.4
Title: Non-Discrimination and Anti-Harassment
Authority: Section 59-53-20 and 16-3-1700 of the
1976 Code of Laws of South Carolina, As Amended;
Title VII of the Civil Rights Act of 1964, as Amended;
Title IX Education Amendments of 1972, as Amended
Responsibility: Vice President, Human Resources and Employee Relations
Vice President, Student Affairs
Original Approval Date: 04-08-1993
Last Cabinet Review: 08-19-2015
Last Revision: 08-19-2015

Chairperson

DISCLAIMER

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY.

Horry-Georgetown Technical College is committed to maintaining an environment that is free from all forms of discrimination and harassment. To this end, Horry-Georgetown Technical College prohibits all forms of discrimination and harassment, including sexual harassment and abuse, with respect to employment or access to or enjoyment of any educational benefit. Any conduct or behavior, as discussed in the accompanying procedure 3.5.4.1 which constitutes any form of discrimination or harassment will not be tolerated. Under federal and state law, these protected categories include age, race, color, sex, religion, national origin and disability.

Reports of violations of this policy should be submitted in accordance with accompanying procedure, 3.5.4.1 Non-Discrimination and Anti-Harassment.

Filing a Complaint

Any employee or student who believes that he/she is the victim of discrimination or harassment shall have the right to seek an investigation or to file a complaint with a College official, the Human Resources department and/or the College's Title IX Coordinator.

Retaliation against any person arising from the good faith reporting of a suspected violation of this policy or for participating in an investigation under this policy is prohibited. Violations of this

policy may result in disciplinary action up to and including termination and/or dismissal from the College.

Communication of Policy

Information and communication of the policy shall be made a part of orientation materials for employees and students and shall be published in appropriate College documents for the information of employees and students. Furthermore, the President shall be authorized to initiate the development and revisions of employee and student codes of conduct, the inclusion of non-discrimination and anti-harassment policy statements in agreements and grants, and the further dissemination of the policy through appropriate employee and student awareness programs.