SUMMARY:

In order to maintain an environment in which the dignity and worth of all members of the University community are respected, it is the policy of Coastal Carolina University that sexual harassment is prohibited. Such conduct is a form of behavior that seriously undermines the atmosphere of trust essential to the academic environment, is unacceptable, and will not be tolerated.

POLICY:

I. LEGAL AUTHORITY

Title VII of the Civil Rights Act of 1964, as amended, provides that it will be an unlawful discriminatory practice for any employer, because of the sex of any person, to discharge without just cause, to refuse to hire, or otherwise discriminate against any person with respect to any matter directly or indirectly related to employment.

Title IX of the Education Amendments of 1972, as amended, prohibits sexual discrimination in any educational program or activity receiving federal financial assistance. Coastal Carolina University receives such assistance.

The South Carolina State Human Affairs Law also prohibits sexual discrimination.

Based on the above legal authority, Coastal Carolina University prohibits sexual harassment of employees or students. In addition, willful false accusations of sexual harassment will not be tolerated and may be subject to disciplinary action under FAST-HREO 222, the Student Code of Conduct, or the Faculty Manual.

II. DEFINITIONS

Sexual Harassment- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
• Submission to or rejection of such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing; or
• Such conduct unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working or academic environment.¹

II. REPORTING ACTS OF SEXUAL HARASSMENT

Please see the Sexual Misconduct Policy for the Complaint Procedure.

III. TEMPORARY/INTERIM MEASURES

At any point in the Complaint Procedure, the Title IX Office or the Office of Human Resources and Equal Opportunity (HREO) may recommend interim actions to protect parties or witnesses involved in the investigation including but not limited to, separating the parties, reassignment, alternative work or student housing arrangements or other types of temporary measures. The University also reserves the right to issue no contact provisions to any or all parties involved in the investigation.

IV. SANCTIONS/DISCIPLINARY ACTIONS

1. Persons found to be in violation of the University's Sexual Harassment policy will be subject to disciplinary action(s) under FATS-HREO 222, the Student Code of Conduct, or the Faculty Manual.

2. Willful false accusations will be subject to disciplinary action which may result in sanctions Under UNIV-HREO 222 and the Student Code of Conduct.

¹ Threats or intimidation of sexual relations or sexual contact that are not mutually agreeable to both parties; Continual or repeated verbal abuses of a sexual nature including graphic comments about a person's body, sexually suggestive objects or pictures placed in the work or study area that may embarrass or offend the person, sexually degrading words to describe the person or propositions of a sexual nature; and Threats or insinuations that the person's employment, pay, promotional opportunities, academic grading, classroom or work assignments or other conditions of employment or academic life may be adversely affected by not submitting to sexual advances.