Policy Title: Prohibition Against Discrimination

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<th>Policy Number:</th>
<th>UNIV-476</th>
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<td>Revision Date:</td>
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<td>Policies Superseded:</td>
<td>N/A</td>
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<td>Policy Management Area(s):</td>
<td>Diversity Equity and Inclusion</td>
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SUMMARY

In alignment with our mission and institutional values of truth, respect, integrity and excellence, Coastal Carolina University is committed to cultivating a campus culture that advances access, inclusion and diversity. As such, we are committed to abiding by and upholding the rights and protections granted on the basis of race, gender, gender identity and expression, creed, color, religion, age, national origin, ethnicity, disability, veteran or military status, sex, sexual orientation, pregnancy and/or childbirth or related medical conditions, and genetic information in the administration of all campus programs, services and activities including intercollegiate athletics, and the admission of students, employment actions, or other sponsored activities.

POLICY

I. DEFINITIONS

A. CCU Community- all students, faculty, and staff, whether full-time, part-time, temporary, research grant, temporary grant, or time limited. It also includes volunteers, affiliates, contractors and consultants performing work or services on University owned or leased property, or on behalf of the University.

B. Discrimination- treating another individual unfavorably compared to other similarly situated individuals; adversely affecting a term or condition of an individual’s employment, education, living environment or participation in University programming; or creating an antagonistic or hostile environment, whether intentional or unintentional, based solely upon their membership in a protected class as defined by law, regulation, and/or this policy.

C. Harassment- Unwelcome conduct, including verbal, physical, electronic and/or written communication, or differential treatment that is based upon a protected class, that limits one’s ability to participate in or benefit from any campus programs, services and activities including intercollegiate athletics, and the admission of students, employment actions, or other sponsored activities.
D. Hostile Environment- An environment where there is severe and/or pervasive conduct, directed at an individual based on their membership in a protected class, that a reasonable person would consider intimidating or abusive such that it impacts their desire or ability to work, live, or learn.

E. Protected class- a group of people with a common characteristic who are protected by law, regulation, or this policy from discrimination on the basis of that characteristic. Classes protected under this policy include: race, gender, gender identity and expression, creed, color, religion, age, national origin, ethnicity, disability, veteran or military status, sex, sexual orientation, pregnancy and/or childbirth or related medical conditions, and genetic information.

II. SCOPE

A. This policy applies to all members of the CCU community, as defined by this policy.

B. Any employee at CCU who violates this policy will be subject to disciplinary action, up to and including termination.

C. Any student who violates this policy will be subject to discipline as outlined in the Code of Student Conduct.

D. Any volunteer, affiliate, contractor or consultant who violates this policy may have their University affiliation terminated.

III. POLICY

A. Discrimination and/or harassment on the basis of race, gender, gender identity and expression, creed, color, religion, age, national origin, ethnicity, disability, veteran or military status, sex, sexual orientation, pregnancy and/or childbirth or related medical conditions, and genetic information in regard to the administration of any campus programs, services and activities including intercollegiate athletics, and/or the admission of students, employment actions, or other sponsored activities is prohibited by this policy.

B. Reporting Discrimination and/or Harassment
The promotion and protection of a discrimination- and harassment-free environment is the responsibility of all members of the CCU community. The University can only take action against these behaviors when it becomes aware of the problem. Therefore, the University encourages persons who believe that they have experienced or witnessed discriminatory or harassing behaviors as prohibited by this policy to come forward as soon as possible.
Inquiries, reports, or complaints of these prohibited behaviors may be reported to any of the following:
- Your immediate supervisor
- The Title IX Coordinator
- The Dean of Students
- The University Anonymous Online and/or Phone Hotline

Employees who witness such prohibited behaviors but fail to report the incident may be subject to disciplinary action.

C. Responsibilities of Managers and Supervisors
While this Policy applies to all employees of the University, the University specifically expects management level personnel to serve as models of appropriate conduct for members of the CCU community, and will hold them to a higher standard of accountability. It is imperative that managers and supervisors not only adhere to but enforce this Policy. Managers and supervisors have a special obligation not to engage in discrimination or harassment. All management and supervisory personnel have an affirmative duty and are required to promptly report any discrimination and harassment that they observe, learn about from others, or reasonably suspect has occurred with respect to a member of the CCU community. Managers and supervisors who knowingly allow discrimination and harassment to continue may be disciplined.

IV. UNIVERSITY INITIATED ACTION

In circumstances when a report of inappropriate behavior is made, but the complainant does not wish to pursue the matter, the University reserves the right to investigate the report and take appropriate action.

Reasons the University may initiate action include, but are not limited to:
- the allegations, if true, give reason to believe that the complainant or other members of the University community may be at continued risk of victimization, or
- the University has a legal obligation to investigate.

V. CONFIDENTIALITY

The University recognizes that confidentiality is important. Information gathered during an investigation shall be maintained as confidential to the extent reasonably possible and permitted under law.
VI. NON-RETAILIATION

The University will not retaliate against an individual who reports a perceived violation of this Policy and will not tolerate retaliation by a member of the CCU community. Whistleblower protections and protection from retaliation are addressed in UNIV-414 Whistleblower and Retaliation Protections.

VII. AFFIRMATIVE ACTION

It is the intention of the University to take affirmative action to remove any disparate effects of past discrimination and to prohibit discrimination of any form. To carry out this practice, the University has developed an Affirmative Action Plan that establishes goals and benchmarks for reaching those goals.

A copy of the approved Coastal Carolina University Affirmative Action Plan is in Human Resources and Equal Opportunity.

This policy will be posted in places conspicuous to all members of the CCU community; it will be communicated to all applicants for employment and admission; and it will be given such external dissemination as it necessary to inform and secure the cooperation of individuals and organizations constituting sources of employment and student referrals to the University.

VII. LEGAL AUTHORITY

This policy is written in accordance with Title VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Age Discrimination in Employment Act; The Age Discrimination Act of 1975; the ADA Amendments Act of 2008; Section 504 of the Rehabilitation Act of 1973; the Genetic Information Nondiscrimination Act of 2008; as well as South Carolina Human Affairs laws.