

Orangeburg-Calhoun Technical College Statement of Policy

Title: Non-Discrimination, Anti-Harassment and Sexual Misconduct Number: 8.004
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Department of
Responsibility: Human Resource Services

Authorization:

Area Commission Chairman

President

Date Approved: May 18, 1995

Last Revised: September 25, 2018

Last Reviewed: _____

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 COLLEGE. THE COLLEGE RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

Orangeburg-Calhoun Technical College is committed to maintaining a campus environment that is free from all forms of discrimination, harassment and sexual misconduct. To this end, the College prohibits all forms of discrimination, harassment, including sexual harassment, misconduct and abuse, with respect to employment or access to any educational benefit. Any conduct or behavior, as discussed in the accompanying procedure 8.004.01 Non-Discrimination Anti-Harassment, and Sexual Misconduct, State Board for Technical and Comprehensive Education policy 8-5-101 and accompanying procedure 8-5-101.1¹, which constitutes any form of discrimination, harassment or sexual misconduct will not be tolerated. Under federal and state law, these protected categories include race, color, religion, national origin, age, disability, sex, including pregnancy, childbirth or related medical conditions, including, but not limited, to lactation, or veteran's status. Reports of violations of this policy should be submitted in accordance with the accompanying procedure, 8.004.01 Non-Discrimination, Anti-Harassment, and Sexual Misconduct. Retaliation against any person arising from the good faith reporting of a suspected violation of this policy or for participation in an investigation under this policy

¹ This policy and procedures are expressly incorporated by reference into this policy. State Board for Technical and Comprehensive Education policies and procedures may be located at <http://www.sctechsystem.com>.

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is prohibited. Violations of this policy may result in disciplinary action up to and including termination and/or dismissal from the College.

Any employee who believes he or she is a victim of discrimination or harassment shall have the right to seek an investigation or to file a complaint in accordance with OCtech Procedure 8.004.01 Non-Discrimination, Anti-Harassment and Sexual Misconduct.