

DISCRIMINATION and/or HARASSMENT POLICY – Staff Employees

The University of South Alabama complies with all applicable laws prohibiting discrimination, including, as applicable, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Adjustment Assistance Act, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, the Genetic Information Nondiscrimination Act of 2008, and the Lillie Ledbetter Fair Pay Act of 2009, and, consistent with these laws and University policy, does not discriminate on the basis of race, color, national origin, sex (including pregnancy, sexual orientation, gender identity and expression), religion, age, genetic information, disability, or protected veteran status in admission or access to, or treatment of employment in its programs and services. Further, no otherwise qualified person with a disability, solely on the basis of such disability, will be excluded from participation in, be denied the benefits of, or be subjected to discrimination in the administration of any educational program or activity, including admission or access thereto, or in treatment of employment therein by the University of South Alabama.

Discrimination and/or harassment against individuals or groups based on a legally-protected status is against the law and discrimination and/or harassment against individuals or groups based on same or any status herein discussed is inconsistent with University policy. All members of the University community (including students, faculty, staff, administrators, and visitors) must abide by this policy. University jurisdiction and discipline may attach to conduct which occurs on University premises, or at University related or sponsored activities, whether on or off University premises, or which adversely affects the University community and the pursuit of the objectives of the University. Persons found to be in violation of this policy will be subject to disciplinary actions – including, but not limited to – warning/reprimand, demotion, transfer, suspension, or termination or expulsion. Under certain circumstances, acts of harassment, sexual harassment and sexual violence may result in criminal and/or civil sanctions.

Any employee who believes that he or she is or has been the subject of discrimination or harassment should report such conduct immediately.

Staff employees with questions relating to the University's discrimination and/or harassment policy should be directed to the Manager, Equal Employment Opportunity in the Human Resources Office.

RETALIATION PROHIBITED

It is unlawful and against University policy to retaliate against or punish an individual for his or her undertaking the legal activity of making a good faith report of discrimination or harassment which violates University policy, including sexual harassment and/or sexual violence, or participating in an investigation of such a complaint. Retaliation includes any action by an individual or group that would discourage a reasonable person or persons from such protected activity.

An employee should report retaliation in violation of University policy to the Manager, Equal Employment Opportunity or the Assistant Vice President, Human Resources or your Division Head. Violation of this policy will result in disciplinary action, up to and including termination or expulsion.