

Sexual Harassment

Sexual harassment is any unwelcome physical or verbal conduct of a sexual nature which interferes with another's ability to receive an education or work. Harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act of 1964 (amended in 1972). It is further interpreted to be a form of sex discrimination prohibited by North Carolina General Statute 126-16 and Title IX of the Education Amendments of 1972. Title VII is enforced by the U.S. Equal Employment Commission, and Title IX is enforced by the Office for Civil Rights in the U.S. Department of Education. Consequently, The University of North Carolina at Pembroke will not tolerate sexual harassment of its students, faculty, or employees. Sexual harassment at UNCP will be grounds for disciplinary action, up to and including termination of employment or student status.

The following actions may be considered sexually harassing behavior: 1) unwanted sexual advances, propositions, or questions; 2) unwelcome touching of a person's body or clothing; 3) public displays of sexually demeaning objects, photographs, posters, or cartoons in a manner that is intended to interfere with work or education; 4) implied or overt threats, or punitive action as the result of rejection of sexual advances or rejection of romantic involvement; and 5) sexual assault.

Victims of sexual harassment should either contact Campus Police or present the information in writing to the Vice Chancellor for Student Affairs. Complaints against UNCP students will be governed by the procedures stated in the Student Judicial Process, STUDENT HANDBOOK, Article IV, Section C. Student Complaints against UNCP faculty or staff will be governed by the procedures stated in the Student Grievance Policy. Members of the University community are prohibited from acts of reprisal against individuals who bring complaints or are involved as witnesses in any action connected with this policy.

A sexual harassment brochure is available in the Student Affairs Office; this brochure explains what to do if sexual harassment is experienced.