

# **POLICY: 6.1.1.** [V.A.1]

## **Unlawful Harassment and Discrimination of Students**

Revised: July 16, 2014; April 25, 2013; March 9, 2007  
Last Reviewed: September 24, 2019, September 17, 2018, October 30, 2017  
Adopted: April 25, 2013



It is the purpose of this procedure to ensure that all students within the Technical College System of Georgia (TCSG) shall be provided an environment free of unlawful harassment (including sexual harassment and sexual violence), discrimination, and retaliation.

All students and employees are expressly prohibited from engaging in any form of unlawful harassing, discriminating, intimidating or retaliatory behavior or conduct (“prohibited conduct”) in all interactions with each other, whether or not the interaction occurs during class or on or off campus. Visitors to campuses also shall not engage in prohibited conduct and may be barred from campus for such prohibited conduct. Allegations of discrimination, harassment or retaliation, occurring at clinical sites to which students are assigned shall be investigated in accordance with this procedure.

Any student or employee who has engaged in prohibited conduct will be subject to disciplinary action up to and including expulsion or dismissal. Nothing in this procedure shall be interpreted to interfere with any person’s right to free speech as provided by the First Amendment to the Constitution of the United States of America.

All students are encouraged to report any prohibited conduct. Reports will be treated in an expeditious and confidential manner. TCSG will not tolerate retaliation for having filed a good faith harassment and/or discrimination complaint or for having provided any information in an investigation. Any individual who retaliates against a complainant or witness in an investigation will be subject to disciplinary action, up to and including expulsion or dismissal.

Employee complaints of unlawful harassment or discrimination shall be conducted pursuant to the process outlined in the procedure governing Unlawful Harassment, Discrimination and Retaliation in Employment.

### **RELATED AUTHORITY:**

State Board Policy 2.1.1. Statement of Equal Opportunity  
Title IX of the Educational Amendments of 1972  
20 U.S.C. §§ 1681 et seq.  
Violence Against Women Reauthorization Act of 2013  
Campus Sexual Violence Elimination Act (Campus SaVE)  
O.C.G.A. § 19-7-5  
Titles VI and VII of the Civil Rights Act of 1964  
Age Discrimination Act of 1975  
Rehabilitation Act of 1973, as amended  
Americans with Disabilities Act of 1990  
Americans with Disabilities Amendments Act (ADAAA) of 2008  
Genetic Information Nondiscrimination Act (GINA) of 2008  
Procedure 6.5.3p. Student Grievances