

## **POLICY: 6.1.1.** (V.A.1)

# **Unlawful Harassment and Discrimination of Students**

**Revised:** July 16, 2014; April 25, 2013; and March 9, 2007.

**Last Reviewed:** October 3, 2022; September 24, 2019; September 17, 2018; and October 30, 2017.

**Adopted:** April 25, 2013.



### **Policy:**

This policy aims 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 prohibited from engaging in any form of unlawful harassing, discriminating, intimidating, or retaliatory behavior or conduct ("prohibited conduct") in all interactions, 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 assigned to students shall be investigated under this procedure.

Any student or employee engaged in prohibited conduct will be subject to disciplinary action, 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 expeditiously and confidentially. TCSG will not tolerate retaliation for having filed good faith harassment and/or discrimination complaints or for providing any information in an investigation. Any individual who retaliates against a complainant or witness in an investigation will be subject to disciplinary action, including expulsion or dismissal.

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

### **RELATED AUTHORITY:**

TCSG 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. – Prohibition Against Discrimination; Exceptions.

Violence Against Women Reauthorization Act of 2013 Campus Sexual Violence Elimination Act (Campus SaVE).

O.C.G.A. § 19-7-5- Reporting of Child Abuse; When Mandated or Authorized; Content of Report; To Whom Made; Immunity from Liability; Report Based upon Privileged Communication; Penalty for Failure to

Report; Spiritual Treatment for Illnesses.

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.

TCSG Procedure 6.5.3p. – Student Grievances.