

### **Reporting a possible violation:**

Any University community member who knows of, or receives a complaint of, alleged discrimination or harassment involving any prohibited bias factor(s) should contact the EOO at the office number, address or email listed on this brochure's cover. A responsible employee (e.g., any administrator, supervisor, faculty, instructor, graduate TA, resident advisor or other University community member in a position of authority) who knows of, or receives a complaint of, discrimination or harassment involving any prohibited bias factor(s) **must** report this to the EOO and must relay any request for confidentiality by the complainant. **Failure to so report may result in discipline.**

**Except:** The following persons designated as confidential support employees are not required to report information that identifies the alleged victim or third party complainant :

UGA Relationship and Sexual Violence Prevention (RSVP) – (706) 542-7233

UGA Student Care and Outreach – (706) 542-7774

UGA Ombudspersons – [www.uga.edu/ombudsperson/](http://www.uga.edu/ombudsperson/)

Also, University community members providing mental health or other services covered by statutory privilege do not have to report disclosures made in the privileged context, including, without limitation:

UGA Counseling and Psychological Services  
(706) 542-2273

UGA Health Center Medical Clinicians  
(706) 542-1162

### **Student Amnesty:**

Disclosure of drug or alcohol use as part of a complaint or in the course of an investigation will not be used against any student in a disciplinary proceeding or voluntarily reported to law enforcement.

### **Retaliation is Prohibited**

The NDAH Policy prohibits retaliation against anyone who:

- Reports what s/he believes, in good faith, may be discrimination or harassment, OR
- Participates, cooperates, or is otherwise affiliated with any EOO investigation

Information or knowledge that prohibited retaliation has or is occurring should immediately be reported to the EOO. Retaliation provides an independent basis for disciplinary action.

### **What happens if a violation of the NDAH Policy is found?**

The University will not tolerate discrimination, harassment or retaliation that violates the NDAH Policy and where such is found, will take steps to end it immediately, remedy its effects, and prevent recurrence. An individual found to have violated the NDAH Policy will be subject to appropriate disciplinary and/or remedial action, as warranted. This may include probation, suspension, expulsion or termination.

*January 2017*

University of Georgia

## **Non-Discrimination and Anti-Harassment Policy:**

Committed to a Fair and Respectful  
Environment for  
Living, Work & Study



**Equal Opportunity Office**  
**Holmes-Hunter Academic Building**  
**Suite 119**

**University of Georgia**  
**Athens, GA 30602**  
**Phone: (706) 542-7912**  
**Fax: (706) 542-2822**  
**<http://eoo.uga.edu>**  
**[ugaeoo@uga.edu](mailto:ugaeoo@uga.edu)**

## What is the NDAH Policy?

The Non-Discrimination and Anti-Harassment (NDAH) Policy prohibits UGA faculty, staff, administrators, and students -- and any UGA contractor, volunteer or campus visitor -- from harassing or discriminating against any other member of the University community, including applicants for UGA admission or employment, because of the following prohibited bias factors:

- Race
- Sex (including sexual violence, dating/domestic violence, stalking, and pregnancy)
- Gender identity
- Sexual orientation
- Ethnicity or national origin
- Religion
- Age
- Genetic information
- Disability status
- Veteran status

The NDAH Policy applies on campus, in connection with any UGA program or activity (including off campus), or when done in a manner that creates a hostile environment for members of the University community. The full NDAH Policy, including a description of the investigation, resolution and appeal procedures, is available at: <https://eoo.uga.edu/policies/non-discrimination-anti-harassment-policy>

**Note:** If perpetrated against a student, sexual misconduct -- including gender or sex-based discrimination or harassment, sexual violence, dating/domestic violence, and stalking -- is addressed under the University System of Georgia's Sexual Misconduct Policy, available at: [http://www.usg.edu/policymanual/section4/C327/#p4.1.7\\_sexual\\_misconduct\\_policy](http://www.usg.edu/policymanual/section4/C327/#p4.1.7_sexual_misconduct_policy)

## What activities are protected under the NDAH Policy?

Prohibited bias factors defined in the NDAH Policy will not be permitted to adversely impact or influence decisions regarding any aspect of

- Employment
- Academic work or study
- Delivery or receipt of institutional services
- Enrollment or status in UGA-affiliated programs or activities (e.g., academic, educational, extracurricular or athletic), both on and off campus.

**Note:** Covered off-campus activities include, without limitation, study abroad programs, internships, student teaching, and athletic events.

## Discriminatory harassment defined

Discriminatory harassment is unwelcome verbal or physical conduct based on any of the prohibited bias factors when such conduct is sufficiently severe, persistent or pervasive to:

- Have the purpose or effect of unreasonably interfering with work/educational performance; OR
- Create or have the intention to create an intimidating, hostile or offensive work or learning environment; OR
- Unreasonably interfere with or limit one's ability to participate in or benefit from an institutional program or activity.

## Consensual sexual relationships prohibited by the NDAH Policy

Faculty and staff, including teaching assistants, may not pursue or engage in dating or sexual relationships with students whom they currently supervise, teach or evaluate in any way. University employees may not date or be sexually involved with any other University employee if either employee supervises, evaluates or in any other way directly affects the terms or conditions of the other's employment. Violation of the consensual relationships provision of the NDAH Policy provides a basis for disciplinary action, up to and including suspension or termination.