Reporting a possible violation:
Responsible Employees (e.g., any administrator, supervisor, faculty member, instructor, graduate TA, residential advisor or other University community member in a position of authority) must report any knowledge or complaints of alleged discrimination or harassment involving any prohibited bias factor(s) to the EOO and must relay any request for confidentiality by the complainant. Failure to so report may result in discipline. All other University community members should report to the EOO any knowledge or complaints of alleged discrimination or harassment involving any prohibited bias factor(s).

Except: The following confidential support employees are not usually 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 & Outreach – (706) 542-7774
- UGA Ombudspersons – www.uga.edu/ombudsperson/

Also, individuals providing mental health or other services covered by a 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 EOO 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:

- Makes a good faith report of 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?
UGA will not tolerate discrimination, harassment or retaliation that violates the NDAH Policy. Where such is found, UGA 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.

November 2017
What is the NDAH Policy?
The Non-Discrimination and Anti-Harassment (NDAH) Policy prohibits UGA employees and students -- and any UGA contractor, volunteer, campus visitor or program participant -- 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 harassment and pregnancy)
- Gender identity
- Sexual orientation
- Ethnicity or national origin
- Religion
- Age
- Genetic information
- Disability status
- Veteran status

The NDAH Policy applies to conduct 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: Sexual misconduct by students -- including sexual harassment/violence, dating/domestic violence, and stalking -- is addressed under the University System of Georgia’s Student Sexual Misconduct Policy, available at: 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 benefits and services
- Enrollment or status in UGA-affiliated programs or activities (e.g., academic, educational, extracurricular or athletic), both on and off campus.

Note: Off-campus activities that are covered by the NDAH Policy include, without limitation, study abroad programs, internships, student teaching, athletic events, and 4-H and UGA Extension programs.

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:

- Unreasonably interfere with work/educational performance; OR
- 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.