When and how to report a possible NDAH violation?
Any University community member with knowledge that discrimination or harassment has or may be occurring should contact the EOO at the office number, address or email listed on this brochure’s cover. University community members in positions of authority who know or receive a complaint of discrimination or harassment must report this to the EOO and must relay any request for confidentiality by the complainant. Failure to so report can 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 – (706) 542-7233
- UGA Counseling and Psychological Services - (706) 542-2273
- UGA Health Center Medical Clinicians – (706) 542-1162
- UGA Student Support Services – (706) 542-7774
- UGA Ombudspersons – www.uga.edu/ombudsperson/

The EOO will investigate the complaint or report (subject to confidentiality requests except in limited cases) and take other appropriate remedial and preventative action. Disclosure by students of drug or alcohol use as part of a complaint or in the course of an investigation will not be used against the student in a disciplinary proceeding or voluntarily reported to law enforcement.

Does the NDAH policy prohibit retaliation?
Yes. The NDAH policy prohibits retaliation against anyone who:

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

Anyone who believes, or receives a complaint, that prohibited retaliation has or is occurring should immediately contact the EOO.

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 affects and prevent recurrence. An individual found to have engaged in discrimination, harassment or retaliation will be subject to appropriate discipline, depending on the severity of the misconduct. This may include probation, suspension, expulsion or termination.

October 2014
What is the NDAH policy?
The University’s Non-Discrimination and Anti-Harassment (NDAH) policy prohibits any member of UGA’s faculty, staff, administration or student body, 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 harassment and pregnancy)
- Gender identity
- Sexual orientation
- Ethnicity or national origin
- Religion
- Age
- Genetic information
- Disability status
- Veteran status

This prohibition applies on campus, in connection with a University program or activity, or when done in a manner that creates a hostile environment for members of the University community.

The full NDAH policy is available at: http://eoo.uga.edu/policies/non-discrimination-anti-harassment-policy

What activities are protected?
Prohibited bias factors should not interfere with and will not be permitted to adversely influence decisions regarding any aspect of:

- Employment
- Study
- Delivery or receipt of institutional services
- Enrollment or participation in institutional 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.

What is discriminatory harassment?
Discriminatory harassment is unwelcome verbal or physical conduct based on any of the prohibited bias factors when such conduct:

- Has the purpose or effect of unreasonably interfering with work/educational performance; OR
- Creates or has the intention to create an intimidating, hostile or offensive work or learning environment; OR
- Unreasonably interferes with or limits one's ability to participate in or benefit from an institutional program or activity.

What is sexual harassment?
Sexual harassment is a form of sex-based discrimination consisting of unwelcome verbal, non-verbal or physical conduct relating to sex or gender (ranging from sexual violence, to unwelcome sexual advances, to more subtle verbal and non-verbal behavior) that is implicitly or explicitly:

- A term or condition of employment, or status in a course, program or activity; OR
- A basis for employment/educational decisions; OR
- Has the purpose or effect of interfering with work/educational performance; creating an intimidating, hostile or offensive work/learning environment; or interfering with or limiting one's ability to participate in or benefit from an institutional program or activity.

Sexual harassment includes same-sex harassment regardless of either party's sexual orientation or gender identity, as well as harassment by a subordinate of a superior.

The NDAH Policy also includes domestic violence, dating violence and stalking as forms of sexual harassment.

Are consensual sexual relationships prohibited by the NDAH policy?
It depends. 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.