

POLICY REGARDING PROHIBITED HARASSMENT OF EMPLOYEES

Auburn University is committed to providing a working and academic environment free from prohibited discrimination and harassment and to fostering a nurturing and vibrant community founded upon the fundamental dignity and worth of all its members.

Auburn University prohibits harassment of its employees related to an employee's race, color, sex, religion, national origin, age, disability, veteran status, sexual orientation, or genetic information. Any violation of this policy will be treated as a disciplinary matter.

The term "harassment" includes, but is not necessarily limited to: slurs, jokes, or other verbal, graphic, or physical conduct relating to an individual's race, color, sex, religion, national origin, age, disability, veteran status, sexual orientation, or genetic information.

Prohibited harassment also includes unwelcome sexual advances, requests for sexual favors, and other verbal, graphic, or physical conduct of a sexual or related nature when:

- Submission to or toleration of such conduct may be explicitly or implicitly a term or condition of employment, evaluation or participation in University activities; or
- Submission to or rejection of such conduct may be used as the basis for employment decisions affecting the employee's work experience; or
- Such conduct has the purpose or effect of substantially interfering with an employee's work performance or creates an intimidating, hostile or offensive work environment.

The definition of sexual harassment used above may be applied to other forms of prohibited harassment as well.

Violation of this policy by any employee shall subject that employee to disciplinary action, up to and including discharge.

It is a violation of this policy to take an adverse employment action against any employee, because he/she opposed a practice they reasonably believed to be discriminatory; or filed an internal or external complaint, grievance, or charge; or participated in any investigation or proceeding, in accordance with this policy.

If an employee feels that he or she is being harassed by any other employee (including supervisor, coworker, etc.) because of race, color, sex, religion, national origin, age, disability, veteran status, sexual orientation or genetic information, the employee should at once make this known to his or her immediate supervisor. The supervisor will promptly notify the [Office of Affirmative Action/ Equal Employment Opportunity](#) of Auburn University, whose responsibility it is to see that the matter is investigated, and that, where appropriate, disciplinary action is taken. If the employee does not feel the matter can be discussed with the supervisor, the employee should arrange for a conference with the Office of Affirmative Action/ Equal Employment Opportunity to discuss the complaint.

Prohibited harassment of University employees in connection with their work by non-employees may also be a violation of this policy. Any employee who becomes aware of prohibited harassment of an employee by a non-employee should report such harassment to his or her supervisor or to the Office of Affirmative Action/Equal Employment Opportunity, whose responsibility it is to investigate such matters. Appropriate action will be taken against non-employee violators of this policy.