



Discrimination and Harassment (6.6.2)

PURPOSE

The purpose of this policy is to ensure compliance with applicable federal and state laws and to ensure that the work and educational environment at Tennessee State University is one which is fair, comfortable, and safe.

Fair and prompt consideration shall be given to all complaints of harassment in accordance with the procedures set forth below. These procedures may be utilized by any employee, applicant for employment, or student who believes he or she has been subjected to sexual or racial harassment. Former employees or students may file complaints concerning conduct which took place during the time of his or her employment or enrollment, provided the complaint is timely filed, and the conduct has a reasonable connection to Tennessee State University.

All faculty members, students, and staff are subject to this policy. Any faculty member, student, or staff found to have violated this policy by engaging in behavior constituting sexual or racial harassment will be subject to disciplinary action which may include dismissal, expulsion or termination, or other appropriate sanction.

All faculty members, students, and staff, particularly management and supervisory personnel, are responsible for taking reasonable and necessary action to prevent and discourage sexual or racial harassment, and are required to promptly report conduct that could be in violation of this policy. Such reporting should occur when information concerning a complaint is received formally or informally.

POLICY

Please refer to TBR Personnel Guideline [P-080](#) for the most recent information.

DISCRIMINATION AND HARRASSMENT - COMPLAINT PROCEDURES

A complaint may be filed by a student, applicant for admission, present or former University employee, or applicant for employment who believes practices of the University have resulted or

will result in discrimination against him or her. The complaint and the basis for it, i.e., race, sex, national origin, religion, color, age, disability, or veteran status must be submitted in writing to the EO/AA Office.

See TBR Personnel Guideline [P-080](#).

CONTACT:

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REFERENCES

TBR Guidelines P-080
TBR Policy 1:06:00:05
TBR Policy 5:02:03:00
TSU Policy 6.10 Complaint and Grievance Procedures for Employees
TSU Policy on Termination of Tenure as outlined in the TSU Faculty Handbook

Supersedes Sexual Harassment Policy No. 5:06 in the University-Wide Policy Manual

This Policy Supplements TBR Policies 2:02:10:01 and 5:01:02:00 Relative to the Orderly Resolution of Complaints of Sexual or Racial Harassment and Supersedes TSU Procedure No. 6.6.2 in the Vice President For Business and Finance Personnel Policy and Procedures Manual (Issue Number 1)