



NORTH CAROLINA SCHOOL OF
SCIENCE AND MATHEMATICS

Title	STUDENT ANTI-HARASSMENT POLICY
Authority	Board of Trustees
History	Effective May 28, 1999; revised 7/1/2010
Legal Reference	BOG 700.4.2
Additional References	
Responsible Offices	Vice Chancellor of Student Life, Chancellor
Classification	7130

It is the policy of The North Carolina School of Science and Mathematics that no member of the NCSSM community may engage in speech or conduct that is defined below as student harassment. All current and former students are guaranteed the right to live and learn in an environment free from harassment and retaliation while enrolled at NCSSM.

NCSSM is committed to equality of opportunity and the maintenance of an environment free of any harassing conduct on the basis of race, color, creed, religion, national origin, gender, gender-identity, sexual orientation, age, disability, veteran status, or other personal characteristics not relevant to an individual's performance.

Any employee who knows of situations involving harassment has an obligation to report, and any student who knows of situations involving harassment is encouraged to report, those circumstances to the Vice Chancellor of Student Life. Any person associated with the School engaging in such conduct will be appropriately disciplined, which could result in dismissal for misconduct. Any reported cases will be reviewed for possible referral to appropriate legal authorities. A false accusation is considered misconduct and may result in appropriate disciplinary action.

This policy shall be posted on the Academic Programs Bulletin Board and placed in the *NCSSM Student Handbook*. The Vice Chancellor of Student Life, or designee, will inform new students of the policy during orientation and provide a copy of the policy and attached procedures to all students annually.

Definitions

NCSSM's Student Anti-Harassment Policy defines **harassment** as unwelcome or unsolicited speech or conduct based upon race, color, creed, religion, national origin, gender, gender-identity, sexual orientation, age, disability, veteran status, or other personal characteristics not relevant to an individual's performance as a student. Harassment may arise in one of the following circumstances:

Hostile Environment harassment consists of conduct that meets the following criteria: it is (1) directed toward a particular person or persons; (2) based upon the person's race, color, religion, national origin, gender sexual orientation, gender –identity, creed, disability, or veteran status; (3) unwelcome; (4) severe or pervasive; (5) objectively offensive; and (6) so unreasonably interferes with the target person's employment, academic pursuits, or participation in University-sponsored activities as to effectively deny equal access to the School's resources and opportunities.

Quid Pro Quo harassment consists of unwelcome sexual advances, requests for favors (sexual or otherwise), or other verbal or physical conduct when (1) submission to such conduct is made either explicitly or implicitly a term or condition for decisions affecting the individual, or (2) submission to or rejection of such conduct is used as the basis for decisions affecting the individual.

Retaliation is defined as adverse treatment taken against individuals exercising their rights under this policy.