

MEMORANDUM

TO: All University Faculty, Staff and Students

FROM: James H. Woodward, Chancellor



SUBJECT: Unlawful Harassment Policy Statement

NC State is committed to serving a diverse community that recognizes the inherent worth and dignity of each person. As part of this commitment, NC State has a policy prohibiting harassment. The Unlawful Harassment Policy Statement provides that harassment based on race, color, religion, creed, sex, national origin, age, disability, veteran status or sexual orientation is a form of discrimination and will not be tolerated.

NC State supports harassment prevention efforts. Incoming students are informed of related policies during orientation programs. In addition, the University enacted a regulation in 2007 ensuring that every employee at NC State participates in a training program related to preventing and responding to discrimination and harassment. You can find copies of the Unlawful Harassment Policy Statement and the Discrimination and Harassment Prevention and Response Training regulation on the University's policy web site at <http://www.ncsu.edu/policies/homepage/php>. Additionally, copies of these policies are available in the offices of your dean, department head, the Offices for Equal Opportunity, Human Resources, Legal Affairs and Student Conduct.

It is the responsibility of every employee and student in the University community to behave in a manner that contributes to an environment free of harassment and to bring questions or concerns about harassment to the attention of one's supervisor, advisor, department head, or a representative from the Office for Equal Opportunity, Student Conduct, Human Resources or Legal Affairs. The University promptly investigates and addresses complaints of harassment. When necessary, disciplinary action against the offending individual will be instituted. Disciplinary action includes a range of actions up to and including termination of employment or expulsion from the University.

NC State's Office for Equal Opportunity provides information on what to do if you feel you have been harassed, if you are accused of harassment or if an individual reports harassing behavior to you. You can reach the Office for Equal Opportunity at (919) 515-3148 or http://www.ncsu.edu/equal_op/harassment.html.

Thank you for your attention to this important matter and for everything you do to make NC State a great place to work and to learn.