

Authority	Board of Trustees
Title	Racial Harassment Policy
Classification	POL04.25.02
PRR Subject	Non-Discrimination
Contact Info	Vice Provost for Equal Opportunity and Equity (919-515-4559)

History: First issued, February 11, 1989; Last Revised, November 20, 1998.

Additional References: UNC Code: Appendix I.C. (Personnel) and XII (Students)

1. POLICY STATEMENT.

1.1 Racial bias or harassment is a form of race discrimination in violation of federal and state law and North Carolina State University policy, and it will not be tolerated. North Carolina State University will respond promptly to all complaints of racial harassment. Faculty, staff, and students should be aware that violation of this policy will lead to disciplinary action up to and including dismissal.

1.2 North Carolina State University hereby affirms its desire to maintain a work environment for all employees and an academic environment for all faculty and students that is free from all forms of harassment and discrimination. North Carolina State University wishes to maintain an environment which supports and rewards individuals on the basis of such relevant factors as academic ability and work performance.

1.3 Conduct or action that is based on a person's race or color creates a hostile environment that prevents effective learning or work performance, and it is in opposition to a campus environment free of harassment.

2. PROCEDURES, TRAINING, EDUCATION, AND PREVENTION

The Board of Trustees hereby delegates to the Chancellor the authority to implement this policy and to establish necessary and appropriate procedures to achieve a harassment-free campus.