

STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION

STATEMENT OF POLICY

POLICY NUMBER: 8-5-101

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POLICY TITLE: NON-DISCRIMINATION, ANTI-HARASSMENT AND SEXUAL MISCONDUCT

LEGAL AUTHORITY: Section 59-53-20 and 16-3-1700 of the 1976 Code of Laws of South Carolina, As Amended; Title VII of the Civil Rights Act of 1964, As Amended; Title IX Education Amendments of 1972, As Amended

DIVISION OF RESPONSIBILITY: Human Resource Services

DATE APPROVED BY BOARD: October 22, 2015

DATE OF LAST REVISION: February 15, 2024

DISCLAIMER

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

The State Board for Technical and Comprehensive Education is committed to maintaining an environment that is free from all forms of discrimination, harassment, and sexual misconduct. To this end, the State Board for Technical and Comprehensive Education prohibits all forms of discrimination, harassment, including sexual harassment, misconduct, and abuse, with respect to employment or access to any educational benefit. Any conduct or behavior, as discussed in the accompanying procedure 8-5-101.1, which constitutes any form of discrimination, harassment, or sexual misconduct will not be tolerated. Under federal and state law, these protected categories include age, race, color, sex, religion, national origin, and disability.

Reports of violations of this policy should be submitted in accordance with the accompanying procedure, 8-5-101.1 Non-Discrimination, Anti-Harassment, and Sexual Misconduct.

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Retaliation against any person arising from the good faith reporting of a suspected violation of this policy or for participation in an investigation under this policy is prohibited. Violations of this policy may result in disciplinary action up to and including termination and/or dismissal from the System Office/College.

Any employee who believes that they are the victim of harassment shall have the right to seek an investigation or to file a complaint in accordance with Policy Number 8-6-100.