Sexual Harassment Policy
Board of Regents of the University System Office

Sexual harassment of employees or students in the University System is prohibited and shall subject the offender to dismissal or other sanctions after compliance with procedural due process requirements. Unwelcome sexual advancements, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing;

2. Submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting an individual; or

3. Such conduct unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working or academic environment.

Other than charges made against the chancellor, a senior vice chancellor or an officer or member of the Board of Regents, all charges of sexual harassment within the University System Office of the Board of Regents shall be made in writing to the Director of Human Resources or his/her designee and will be investigated.

The Director of Human Resources shall either investigate the complaint of sexual harassment, or at his or her discretion, refer the complaint for investigation to the Office of Legal Affairs or an employee of the Board of Regents who is not employed in the University System Office and who possesses the requisite training and experience to investigate charges of sexual harassment.

The investigator, after investigating the complaint shall within fourteen days submit findings and recommendations to the Chief Operating Officer, who shall, within a reasonable time after the submission of the investigation report, make a determination in the matter and, if appropriate, determine any disciplinary measures to be imposed.

A final decision of the Chief Operating Officer may be appealed to the Chancellor within ten (10) days of the Chief Operating Officer’s determination. The Chancellor may, at the request of the charging party or the party charged, refer any matter to an appropriate person or body for a hearing. The Chancellor shall issue a determination on the appeal within a reasonable time.

No provision of these policies shall prevent an employee from reporting instances of sexual harassment in writing directly to the Chancellor if the employee believes that the Director of Human Resources cannot fairly and objectively investigate the charge.

When complaints or charges of sexual harassment based on essentially the same underlying facts are made both to (1) the Director of Human Resources and (2) the United States Equal Employment Opportunity Commission or the Georgia Commission on Equal Opportunity, the Director of Human Resources shall refrain from investigating such complaints and shall cooperate in the investigation by the appropriate federal or state regulatory body.