

**Williamsburg Technical College
STATEMENT OF POLICY**

SECTION C – HUMAN RESOURCES MANAGEMENT

<p>Title</p> <p style="text-align: center;">NON-DISCRIMINATION, ANTI-HARASSMENT, AND SEXUAL MISCONDUCT</p> <p>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.</p>	<p>Number</p> <p style="text-align: center;">C-16</p>
<p>Division of Responsibility</p> <p style="text-align: center;">Administration and Finance</p>	<p>Date Page</p> <p style="text-align: center;">8/17/20 1 of 1</p>
<p>Approval</p> <p>President</p> <p>_____</p> <p>Commission Chair</p> <p>_____</p>	<p>Supersedes Policy</p> <p style="text-align: center;">No. C-16</p> <p style="text-align: center;">Date 7/7/08</p>

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 AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY 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.

Williamsburg Technical College is committed to maintaining an environment that is free from all forms of discrimination, harassment, and sexual misconduct. To this end, Williamsburg Technical College 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 C-16.1, which constitutes any form of discrimination, harassment, or sexual misconduct will not be tolerated. Under federal and state law, these protected categories include age (40 or older), race, color, sex (including pregnancy, childbirth, or related medical conditions including, but not limited to, lactation), religion, national origin, disability, veteran status, and genetic information.

Reports of violations of this policy should be submitted in accordance with the accompanying procedure C-16.1, Non-Discrimination, Anti-Harassment, and Sexual Misconduct.

Retaliation against any person arising from the good faith reporting of a suspected violation of this policy or for participating 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 College.

Any employee who believes that they have been the victim of harassment shall have the right to seek an investigation or to file a complaint in accordance with Policy C-17.