

POLICY REGARDING PROHIBITED HARASSMENT OF EMPLOYEES

Auburn University is committed to providing a working and academic environment free from prohibited discrimination and harassment and to fostering a nurturing and vibrant community founded upon the fundamental dignity and worth of all its members.

Auburn University prohibits harassment of its employees related to an employee's race, color, sex (which includes sexual orientation, gender identity, and gender expression), religion, national origin, age, disability, protected veteran status, or genetic information. Any violation of this policy will be treated as a disciplinary matter.

Prohibited harassment is defined as conduct (physical, verbal, graphic, written, or electronic) that is (1) unwelcome; (2) discriminatory on the basis of race, color, sex, religion, national origin, age, disability, protected veteran status, or genetic information; (3) directed at an individual or group in one of the protected classes outlined in this policy; and (4) meets one of the following conditions:

- Submission to or toleration of such conduct is explicitly or implicitly a term or condition of employment, evaluation or participation in University activities; or
- Submission to or rejection of such conduct is as the basis for employment decisions affecting the employee's work experience; or
- Such conduct has the purpose or effect of substantially interfering with an employee's work performance or creates an intimidating, hostile or offensive work environment that is severe, pervasive, and objectively offensive.

Violation of this policy by any employee shall subject that employee to disciplinary action, up to and including discharge.

It is a violation of this policy to take an adverse employment action against any employee, because he/she opposed a practice they reasonably believed to be discriminatory; or filed an internal or external complaint, grievance, or charge; or participated in any investigation or proceeding, in accordance with this policy.

If an employee feels that he or she is being harassed by any other employee (including supervisor, coworker, etc.) because of race, color, sex, religion, national origin, age, disability, protected veteran status or genetic information, the employee should at once make this known to his or her immediate supervisor. The supervisor will promptly notify the [Office of Affirmative Action/ Equal Employment Opportunity](#) of Auburn University, whose responsibility it is to see that the matter is investigated, and that, where appropriate, disciplinary action is taken. If the employee does not feel the matter can be discussed with the supervisor, the employee should arrange for a conference with the Office of Affirmative Action/ Equal Employment Opportunity to discuss the complaint.

Prohibited harassment of University employees in connection with their work by non-employees may also be a violation of this policy. Any employee who becomes aware of prohibited harassment of an employee by a non-employee should report such harassment to his or her supervisor or to the Office of Affirmative Action/Equal Employment Opportunity, whose responsibility it is to investigate such matters. Appropriate action will be taken against non-employee violators of this policy.

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