



## Anti-Harassment

Valdosta State University is committed to maintaining a fair and respectful environment for living, working and studying. To

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or the behavior does not stop, or if the complainant believes some adverse employment or educational consequences may result from the discussion, the complainant should go to the Affirmative Action Officer or to the next higher level of supervision to document the complaint. The Affirmative Action Officer must be contacted in order to initiate a complaint. The complaint should be brought as soon as possible after the most recent incident. During the investigation, the Affirmative Action Officer will keep private the information gathered during the investigation to the extent permitted by state and federal law. The Affirmative Action Officer shall exercise due care in sharing identifiable information about students, staff, or faculty.

## UNIVERSITY ACTION/ RIGHT TO APPEAL

The University will take the appropriate remedial action based on results of the investigation and will follow up as appropriate to ensure that the remedial action is effective. Complainants are encouraged to report any reoccurrences of conduct which were found to violate the Anti-Harassment policy. The Affirmative Action Officer will notify the complainant and respondent, in writing, of the results of the investigation. The complainant and respondent shall have the right to appeal the decision of the Affirmative Action Officer to the President pursuant to this policy. A written appeal must be made within ten (10) working days after written notification of the decision which is being appealed. A decision will be made within a reasonable time and the Affirmative Action Officer, the complainant, and the respondent will be notified of the decision.

## PROHIBITION AGAINST RETALIATION

Students and employees who, in good faith, report what they believe to be sexual harassment, or who cooperate in any investigation, will not be subjected to retaliation. Students or employees who believe they have been the victim of retaliation for reporting sexual harassment or cooperating in an investigation should immediately contact the Affirmative Action Officer.

## AFFECTED STAKEHOLDERS

Indicate all entities and persons within the university affected by this policy:

- Alumni
- Graduate Students
- Undergraduate Students
- Staff
- Faculty
- Student Employees
- Visitors
- Vendors/Contractors
- Other: \_\_\_\_\_

## POLICY ATTRIBUTES

<i>Responsible Office(s)</i>	Human Resources, 1205 N. Patterson St., 229-333-5709, hrstaff@valdosta.edu
<i>Approving Officer or Body</i>	University Council
<i>Date Approved</i>	02/27/2012



## Anti-Harassment

<i>Revised</i>	02/22/2022: added gender identity and/or expression and other categories protected under the law not currently in the policy; replaced binary, non-inclusive language; revised department location of Affirmative Action Officer
<i>Next Review Date</i>	02/22/2024