

**East Carolina University
Faculty Manual**

**APPENDIX W
EAST CAROLINA UNIVERSITY
RACIAL AND ETHNIC HARASSMENT
POLICIES**

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RACIAL AND ETHNIC HARASSMENT POLICIES OF EAST CAROLINA UNIVERSITY**

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I. Rationale

The faculty, staff, administration, and students of East Carolina University maintain that it is important to create an atmosphere in which instances of racial and ethnic harassment are discouraged. Well-publicized policies and procedures such as these will help to create an atmosphere in which individuals who believe that they are the victims of racism or ethnic harassment are assured that their grievances will be dealt with in an expedient, confidential, fair, and effective manner. Toward this end, all members of the university community should understand that racial and ethnic harassment violates university policy and will not be condoned. Members of the university community are encouraged to express freely, responsibly, and in an orderly way their opinions and feelings about any problem or complaint of harassment prohibited under these policies. Any act by a university employee or student of reprisal, interference, restraint, penalty, discrimination, coercion, or harassment against a student or an employee for using these policies responsibly interferes with free expression and openness, and violates this policy. Accordingly, members of the university community are prohibited from acts of reprisal against those who bring charges or are involved as witnesses or otherwise try to responsibly use this policy.

II. Racial and Ethnic Harassment Policy

A. Introduction

Racial and/or ethnic harassment endangers the environment of tolerance, civility, and mutual respect that must prevail if the university is to fulfill its mission. Such harassment will not be condoned by members of the university community.

This policy is the university's statement of its intent to protect its educational environment by prohibiting specific forms of racial and/or ethnic harassment. The university recognizes that the free and unfettered interchange of competing views is essential to the institution's educational mission, and that the peoples' right to express opinions is guaranteed by the United States Constitution.

B. Definitions

Racial and/or Ethnic Harassment. The following constitute racial and/or ethnic harassment:

1. singling out people because of their race or ethnic affiliation and subjecting them to unequal or unfair treatment; or
2. harming, attempting to harm, or threatening to harm people because of their race and/or ethnic affiliation.

C. Policy

It is the responsibility of members of the university community to strive to create an environment free of racial and/or ethnic harassment.

1. It is against the policies of East Carolina University for its employees or students to single out employees or students of the university because of their race or ethnic affiliation and subject them to unequal or unfair treatment.
2. It is against the policies of East Carolina University for its employees or students to single out employees or students of the university or visitors to the University because of their race or ethnic affiliation and subject them to conduct which causes severe emotional disturbance.

III. Grievances Against East Carolina University Students

Complaints brought against East Carolina University students by East Carolina University students, faculty, staff, administrators or visitors are governed by the grievance procedures presented in the *Student Handbook*.

IV. Grievances Against East Carolina University Staff

Complaints brought against East Carolina University staff by East Carolina University students, faculty, staff, administrators, or visitors are governed by the grievance procedures stated in the *ECU Business Manual*.

V. Grievances Against East Carolina University Faculty Members or Administrators Holding Faculty Status

Complaints brought against East Carolina University faculty members or administrators holding faculty status by East Carolina University students, faculty, staff, administrators or visitors ordinarily are governed by the grievance procedures stated in the *ECU Faculty Manual, Appendix X, Grievance Procedures for Complaints of Sexual or Racial Harassment or Discrimination or Conflicts of Interest Brought Against East Carolina University Faculty Members or Administrators Holding Faculty Status*.

However, if a faculty member raises allegations of racial or ethnic harassment or discrimination during a hearing he or she requested before the Due Process Committee, the Reconsideration Committee, or the Faculty Hearing Committee (in accordance with the policies and procedures set forth in the *ECU Faculty Manual, Appendix D, Tenure and Promotion Policies and Procedures of ECU*), the relevant committee shall determine the merits and bearing, if any, of the allegations raised by the faculty member on the matter before the committee. Such actions by the Due Process Committee, the Reconsideration Committee, or the Faculty Hearing Committee shall not preclude a faculty member from independently bringing a complaint of racial or ethnic harassment or discrimination in accordance with the grievance procedures stated in the *ECU Faculty Manual, Appendix X, Grievance Procedures for Complaints of Sexual or Racial Harassment or Discrimination or Conflicts of Interest Brought Against East Carolina University Faculty Members or Administrators Holding Faculty Status*. The outcome of an *Appendix X* grievance brought by a faculty member against other faculty members or administrators holding faculty status either may be appealed in accordance with the provisions for appeal set forth in *Appendix X*, or may be appealed before the Faculty Grievance Committee in accordance with the policies and procedures set forth in *ECU Faculty Manual, Appendix D*, but not both.

VI. Disciplinary Action

See section I. of *Appendix X* of the *ECU Faculty Manual* for the policies and procedures governing disciplinary actions that may be taken against faculty members who violate these policies.

**Approved: Faculty Senate Resolution #91-36
30 October 1991
East Carolina University Chancellor**

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