Section 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 racial 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.

Section 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 people’s 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.
2. Harassing, 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.

Section 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 stated in the Notice of Nondiscrimination Policy available on the Office for Equity and Diversity website.

Section IV. Grievances Filed By East Carolina University SPA Employees
Complaints filed by an East Carolina University SPA employee are governed by the grievance procedures presented in the ECU Mediation and Grievance Procedure for SPA Employees in the University Policy Manual and/or the procedures in the Notice of Nondiscrimination Policy available on the Office for Equity and Diversity website.

Section V. 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 Equal Employment Opportunity Plan and/or the procedures in the Notice of Nondiscrimination Policy.

Section VI. 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 are governed by the grievance procedures stated in the Grievance Procedures for Complaints of Unlawful or Prohibited Harassment, Discrimination or Improper Relationships Brought Against East Carolina University Faculty Members or Administrators Holding Faculty Status in the ECU Faculty Manual except complaints filed by an East Carolina University SPA employee, which are governed by the grievance procedures presented in the ECU Mediation and Grievance Procedure for SPA Employees in the University Policy Manual and/or the procedures in the Notice of Nondiscrimination Policy.

Section VII: Disciplinary Action
See Grievance Procedures for Complaints of Unlawful or Prohibited Harassment, Discrimination or Improper Relationships Brought Against East Carolina University Faculty Members or Administrators Holding Faculty Status in the ECU Faculty Manual for the policies and procedures governing disciplinary actions that may be taken against faculty members who violate these policies.

Any person having a complaint of racial/ethnic harassment should contact LaKesha Alston, Associate Provost for Equity and Diversity, Office for Equity and Diversity, Suite G-406 Old Cafeteria Building, Telephone: 252-328-6804. Internet: www.ecu.edu/oeed.