A. East Carolina University Policy Statement

It is the policy of East Carolina University that no state employee may engage in speech or conduct that is defined as unlawful workplace harassment as indicated below. All state employees are guaranteed the right to work in an environment free from unlawful workplace harassment and retaliation.

Once a written complaint outlining the nature of the allegations is received, the Associate Provost for Equity and Diversity and Title IX Coordinator and ADA/Section 504 Compliance Officer will investigate the totality of the circumstances regarding the complaint to determine whether the alleged conduct constitutes unlawful workplace harassment.

Definitions:

Unlawful workplace harassment is unwelcome or unsolicited speech or conduct based upon race, sex, religion, national origin, age, genetic information, color, political affiliation or disability that creates a hostile work environment or circumstances involving quid pro quo.

Hostile work environment is one that both a reasonable person would find hostile or abusive and one that the particular person who is the object of the harassment perceives to be hostile or abusive. Hostile work environment is determined by looking at all of the circumstances, including the frequency of the allegedly harassing conduct, its severity, whether it is physically threatening or humiliating, and whether it unreasonably interferes with an employee's work performance.

Quid Pro Quo harassment consists of unwelcome advances, requests for favors, or other verbal or physical conduct when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual.

Retaliation is adverse treatment taken because of opposition to unlawful workplace harassment.

This policy applies to employees who are subject to the State Personnel Act.

B. Internal Grievance Procedures for Complaints of Unlawful Workplace Harassment

Effective May 1, 2014, 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.

Copies of the grievance procedures are also available in the Office for Equity and Diversity and are accessible through the Office for Equity and Diversity homepage.