

**Tennessee Technological University
Policy No. 141**

The seal of Tennessee Technological University is a circular emblem. It features a central shield with a lamp of knowledge on top. The shield is flanked by two columns. The words "TENNESSEE TECHNOLOGICAL UNIVERSITY" are written around the perimeter of the seal, and the year "1915" is at the bottom.

**Discrimination
and Harassment –
Complaint and
Investigation
Procedure**

Effective Date: July 1, 2014

Policy No: 141

Policy Name: Discrimination and Harassment – Complaint and Investigation Procedure

Policy Subject: Discrimination and Harassment Complaint and Investigation

Date Revised: July 1, 2014

I. Purpose

The purpose of this policy is to supplement Tennessee Board of Regents Policies 2:02:10:01 and 5:01:02:00 and Guideline P-080 relative to the orderly resolution of complaints of discrimination or harassment on the basis of race, color, religion, creed, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, genetic information, and any other category protected by federal or state civil rights law related to Tennessee Tech.

II. Review

This policy will be reviewed every 4 years or whenever circumstances require review, whichever is earlier, by the Director of Diversity and Legal Affairs with recommendations for revision presented to the President or his designee.

III. Policy/Procedure

- A.** Tennessee Tech University hereby adopts Tennessee Board of Regents Guideline P-080 Discrimination and Harassment – Complaint and Investigation Procedure as may be amended from time to time.
<https://policies.tbr.edu/guidelines/discrimination-harassment-complaint-investigation-procedure>
- B.** All employees, including faculty members, are to be knowledgeable of policies and procedures concerning discrimination and harassment. Using the procedures outlined in TBR Guideline P-080
<https://policies.tbr.edu/guidelines/discrimination-harassment-complaint-investigation-procedure>, supervisory employees must promptly report, to the appropriate institutional contact, any complaint or conduct which might constitute harassment, whether the information concerning a complaint is received formally or informally. Failure to do so may result in disciplinary action up to and including termination.
- C.** All faculty members, students and staff are subject to this Policy. Any faculty member, student or staff found to have violated this Policy engaging in behavior constituting discrimination or harassment will be subject to disciplinary action which may include dismissal, expulsion or termination, or other appropriate sanction.

- D.** All faculty and staff members are required to cooperate with investigations of alleged discrimination or harassment. Failure to cooperate may result in disciplinary action up to and including termination. Students are also required to cooperate with these investigations; failure to do so may result in disciplinary action up to and including expulsion.
- E.** Because the courts have imposed strict obligations on employers with regard to discrimination and harassment, Tennessee Tech will take measures to periodically educate and train employees regarding conduct that could violate this Policy. All employees, including faculty members, are expected to participate in such education and training. Further, all faculty members, students and staff are responsible for taking reasonable and necessary action to prevent and discourage all types of discrimination and harassment.

IV. Interpretation

The President or his designee has the final authority to interpret the terms of this policy.

V. Citation of Authority for Policy

TBR Policy P-080