

Under the Eagle's Wing

We are pleased that you have joined or are a member of our North Carolina Central University family.

The Equal Employment Opportunity/Affirmative Action Office is charged with the responsibility of training and monitoring employees in regard to the University's policies on illegal discrimination including sexual harassment, improper relationships between faculty-staff and students, and unlawful workplace harassment.

Please place this brochure where you can refer to it in the future. Use it as a resource to protect yourself and the University from unlawful discrimination and harassment. If you have questions, don't hesitate to contact the EEO/AA Office.

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*"It Matters To Us, Because
It Makes A Difference For You!"*

**NORTH CAROLINA CENTRAL UNIVERSITY
EQUAL EMPLOYMENT OPPORTUNITY AND
AFFIRMATIVE ACTION OFFICE**

Equal Employment Opportunity at NCCU

*Brief synopses of our policies and procedures
regarding non-discrimination and improper conduct*



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Commitment to Equal Employment Opportunity



North Carolina Central University is committed to Equal Employment Opportunity. Therefore, University policy and employment practices operate to prevent discrimination affecting any employee or prospective employee that is based on consideration of race, color, religion, creed, age, sex, disability, or national origin.

Unlawful Workplace Harassment Prevention

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

The State defines unlawful workplace harassment as unwelcomed or unsolicited speech or conduct based upon race, sex, creed, religion, national origin, age, color or disabling condition, as defined by N.C.G.S. § 168A-3, that creates a hostile work environment or circumstances involving quid pro quo. Employees must submit written complaints within 30 calendar days of the alleged harassing action.



A prompt and impartial investigation will be made of all cases alleging unlawful workplace harassment based on presented facts surrounding the alleged misconduct. Any interference,

coercion, restraint, retaliation or reprisal against any person complaining of unlawful workplace harassment is prohibited.

Improper Relationships

The University of North Carolina Board of Governors' has adopted a system-wide policy that prohibits amorous or sexual relationships between faculty or staff employees and (1) students they evaluate or supervise by virtue of their teaching, research, administrative or other employment responsibility or (2) students who are minors, as defined by North Carolina law. The Policy also states that faculty or staff employees may not supervise or evaluate students to whom they are related by blood, law or marriage.

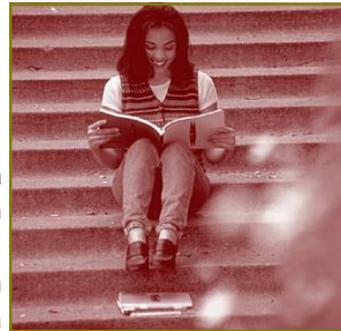
Sexual Harassment Prevention

Sexual harassment is a form of sex discrimination prohibited by N.C.G.S. §126-16. Harassment on the basis of sex is also a violation of §703 of Title

VII of the Civil Rights Act of 1964, as amended. Sexual harassment is defined as deliberate, unsolicited, and unwelcomed verbal and/or physical conduct of a sexual nature or with sexual implications by a supervisor or co-worker that has or may have direct employment consequences resulting from the acceptance or rejection of such conduct.

To knowingly file a false or malicious complaint of harassment or to engage in retaliation is a violation of the Sexual Harassment Prevention Policy. Employees must submit written complaints within 30 calendar days of the alleged harassing action.

Sexual harassment is also a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. No University employee may engage in conduct that constitutes sexual harassment of students or student



applicants. No decisions on the status of a student shall be made on the basis of granting or denying sexual favors. The University shall make every reasonable effort to provide an academic environment free from sexual harassment.

Nepotism Prevention

Related persons shall not serve concurrently within the institution in any case where one such related person would occupy a position having responsibility for the direct supervision, employment decisions, or evaluation of the other related person. The following relationships are sufficiently immediate to invoke the prohibitions against concurrent service of related persons:

- Husband and wife
- Parent and child
- Brother and sister
- Grandparent and grand-child
- Aunt and or uncle
- Niece and or nephew
- First Cousins
- Stepparent and step-child
- Stepbrother and step-sister
- Parents-in-law and children-in-law
- Brother-in-law and sister-in-law
- Guardian and ward



To obtain a copy of the complete policy with filing procedures, please contact the EEO/AA Office at 530-7070.