

September 27, 2007

MEMORANDUM

TO: All University Faculty, Staff and Students

FROM: James L. Oblinger, Chancellor

SUBJECT: Unlawful Harassment Policy Statement

As Chancellor, I reaffirm our university's commitment to serving a diverse community that recognizes the inherent worth and dignity of each person. As part of this commitment, policies have been adopted prohibiting harassment. Harassment will not be tolerated on campus and will be dealt with appropriately. It is the responsibility of every employee and student in the University community to behave in a manner that contributes to an environment free of harassment and to bring questions or concerns about harassment to the attention of their supervisor, advisor, department head, or a representative from the Office for Equal Opportunity, Student Conduct, Human Resources or Legal Affairs.

The Unlawful Harassment Policy Statement provides that harassment based on race, color, religion, creed, sex, national origin, age, disability, veteran status or sexual orientation is a form of discrimination and will not be tolerated. NC State supports harassment prevention efforts, and educates all incoming students on related policies during orientation programs. In addition, the University recently enacted a regulation to ensure that every employee at NC State participates in a training program related to preventing and responding to discrimination and harassment. You can find copies of the Unlawful Harassment Policy Statement and the Discrimination and Harassment Prevention and Response Training regulation on the University's policy web site at <http://www.ncsu.edu/policies/homepage/php>. Additionally, copies of these policies are available in the offices of your Dean, Department Head, the Offices for Equal Opportunity, Human Resources, Legal Affairs, and Student Conduct.

The University will promptly investigate complaints of harassment, and, when necessary, will institute disciplinary action against the offending individual. Disciplinary action includes a range of actions up to and including termination of employment or expulsion from the University. The Office for Equal Opportunity provides information on what to do if you feel you have been harassed, if you are accused of harassment or if someone reports harassment to you. You can reach OEO at http://www.ncsu.edu/equal_op/harassment.html or at 515-3148.

Thank you for your attention to this important matter and for all you do to make NC State a great University.