

Harassment and Non-Discrimination Policies

West Virginia University is committed to providing faculty, staff, and students with a work and educational environment free from all forms of harassment including but not limited to sexual harassment. The University will not tolerate behavior that interferes with an individual's work performance or an atmosphere created by an intimidating, hostile, or offensive work or learning environment. Therefore, harassment, in any manner or form, of West Virginia students, residents, fellows, faculty, and employees is a violation of University policy and expressly prohibited.

All University faculty, students, and staff are expected to: engage in conduct that meets professional standards, remain sensitive to the effect of their actions and words on others, take appropriate action to prevent harassment, avoid behavior that might be construed as sexual harassment, and acquaint themselves with this policy.

Those in supervisory positions are mandatory reporters and have a special responsibility to discourage sexual harassment as well as to implement and to enforce Title IX. Violators of this policy are subject to disciplinary action that may include sanctions as severe as discharge of an employee or expulsion of a student. In addition, sexual harassment that constitutes sexual battery or other criminal law violations will be referred to the appropriate authorities for prosecution.

Legal Basis – Sexual harassment is prohibited by:

1. 1980 Equal Employment Opportunity Commission interpretive guideline of Title VII of the Civil Rights Act of 1964.
2. The Office of Civil Rights policy statement interpreting Title IX of the Educational Amendments of 1972.
3. The West Virginia Human Right Act, and
4. The Board of Governors Policy Bulletin No. 9: Policy Regarding Sexual Harassment.

This information can be found on the West Virginia University Division of Diversity, Equity, and Inclusion website - [Title IX | Division of Diversity, Equity and Inclusion | West Virginia University \(wvu.edu\)](#)

Consistent with federal and state guidelines, WVU, Department of Surgery does not discriminate on the basis of race, color, sex, age, ethnicity, religion, national origin, sexual orientation, disability, marital status, or veterans' status in its educational programs or employment. If you are a student or an employee of the Department of Surgery and you consider yourself to be a target of discrimination or harassment, you may file a complaint in writing with the Office of Diversity and Affirmative Action. If you choose to file such a complaint within the University, you do not lose your right to file with an outside enforcement agency such as the State Division of Human Rights, Equal Employment Opportunity Commission, or the Office of Civil Rights.

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