

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE

Senate Document Number 0413F

Date of Senate Approval 10/3/13

Statement of Faculty Senate Action:

FWDC 3: **Updating Sexual Harassment and Workplace Violence Policies
[Section 4.3.12 \(SD4709S\)](#) and [Section 4.3.13 \(SD3497S\)](#) of
the Faculty Handbook**

Effective date: Immediately

Summary: This document updates the entry for two important workplace policies regarding sexual harassment and workplace violence.

Rationale: The policies listed in the handbook are both university policies rather than specifically faculty policies. Updates and revisions have been made to these policies by the Policy Review Committee since the time when these policies were inserted into the Faculty Handbook by Senate action, but these updates have not been made to the entries in the Faculty Handbook. In order to avoid discrepancies, the Faculty Handbook should describe the policies and provide links to the University Policies page for further detail.

Replace 4.3.12-13 with:

[4.3.12 Sexual Harassment Policy \(SD4709S\)](#)

Sexual harassment and discrimination are illegal and endanger the environment of civility and mutual respect that must prevail if the University is to fulfill its mission. The University of North Carolina at Asheville is committed to providing and promoting an atmosphere in which employees can realize their maximum potential in the workplace and students can engage fully in the learning process. Toward this end, all members of the University community must understand that sexual harassment, sexual discrimination and sexual exploitation of professional relationships violate the University's policy and will not be tolerated. The University will take every step to resolve grievances promptly. Any act of reprisal, interference, or any other form of retaliation, whether direct or indirect, against an individual for raising concerns covered by this policy are also violations of this policy and are prohibited.

Further information, including definitions of types of sexual harassment, procedures for reporting and investigation, and penalties, is detailed in [Policy 49](#) at the University Policies website. Related policies include [Policy 54](#) (Improper Relationships between Students and Employees Policy) and [Policy 96](#) (Unlawful Workplace Harassment Policy).

[4.3.13 Workplace Violence \(SD3497S\)](#)

It is the intent of the University of North Carolina at Asheville to provide a workplace for all employees which is free of violence. In doing so, the University is complying with and supporting the Federal Occupational Safety and Health Act of 1970, which requires employers provide their employees with a safe and healthy work environment; and the North Carolina Office of State Personnel Policy No. 9 on Workplace Violence. To this end, it is the policy of UNC Asheville to prohibit any form of workplace violence. Definitions, procedures, and other information may be found in [Policy 52](#).