



## TECHNICAL COLLEGE OF THE LOWCOUNTRY

### **POLICY: Non-Discrimination and Anti-Harassment Number: 5.5.4**

Responsibility: Human Resources  
Last Updated: November 14, 2023  
State Policy/Law: SBTCE Policy 8-5-101 Non-Discrimination, Anti-Harassment, and Sexual Misconduct

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Commission Chair

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President

**DISCLAIMER:** PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM OR THE TECHNICAL COLLEGE OF THE LOWCOUNTRY. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM AND THE TECHNICAL COLLEGE OF THE LOWCOUNTRY RESERVE THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

The Technical College of the Lowcountry is committed to maintaining an environment that is free from all forms of discrimination and harassment. To this end, Technical College of the Lowcountry prohibits all forms of discrimination and harassment, including sexual harassment and abuse, with respect to employment or access to or enjoyment of any educational benefit. Any conduct or behavior, as discussed in the accompanying procedure, 5.1.10.1 - Non-Discrimination and Anti-Harassment, which constitutes any form of discrimination or harassment will not be tolerated. Under federal and state law, these protected categories include age, race, color, sex, religion, national origin, and disability.

Reports of violations of this policy should be submitted in accordance with the accompanying procedure, 5.1.10.1 Non-Discrimination and Anti-Harassment.

#### Procedures:

- 5.5.4.1 Non-Discrimination, Anti-Harassment, and Sexual Misconduct (SBTCE 8-5-101.1)
- 5.5.4.2 Sexual Harassment under Title IX (SBTCE 8-5-101.2)