



# ABRAHAM BALDWIN AGRICULTURAL COLLEGE

## Office of Human Resources

### NON-HARASSMENT TRAINING

Abraham Baldwin Agricultural College has the highest expectations and behavioral standards for its students, faculty, staff, contractors, volunteers, visitors, and others that interact with this institution in regard to ensuring respect of others. Failure to conform to ABAC standards of behavior are viewed with the utmost seriousness, and will result in severe disciplinary action including and up to discharge or expulsion.

Additionally, sexual harassment and harassment based upon protected categories, including race, color, gender, religion, and national origin, are also violations of Title VII of the Civil Rights Act of 1964. Disability, age, and veteran status are additionally protected by law. Sexual harassment and sexual violence are also a violation of federal law, specifically Title IX and criminal prosecution may also result.

Sexual harassment can occur as the result of a person creating a hostile environment for others, including jokes, pictures, or inappropriate use of social media. Covered activities include all academic, educational, extracurricular, athletic, and other programs of the college, whether those programs take place in a college's facilities, at a class or training program sponsored by the college, or elsewhere.

Complaints of student-on-student harassment that initially occur off college grounds may also be processed in accordance with established procedures. In all cases, ABAC will investigate all cases in a prompt, thorough, and impartial manner. In cases involving potential criminal conduct, college personnel will determine, consistent with state and local law, whether appropriate law enforcement or other authorities should be notified.

ABAC will make every reasonable effort to maintain the confidentiality of complaints and throughout the investigative process. A written response to the complainant and the alleged perpetrator will be made concurrently at the conclusion of the investigation. ABAC will also provide educational training to students, faculty, and staff on an on-going basis in an effort to promote awareness and understanding.

The Title IX Coordinator for ABAC is the Human Resources Director. The Deputy Title IX Coordinators for receipt of complaints also include the Dean of Students, Director of Student Development and the Athletic Director.

### CERTIFICATE OF TRAINING

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Employee's Dept.

\_\_\_\_\_  
Date

Please mark your status with ABAC:

Faculty \_\_\_\_\_

Staff \_\_\_\_\_

Student \_\_\_\_\_

Volunteer \_\_\_\_\_