

Understanding Harassment/Discrimination and Retaliation

Unlawful or impermissible **harassment or discrimination** occurs when an individual or a group of individuals are treated less favorably than another individual or group of individuals, based on characteristics or affiliations that are protected by law or policy. These protected characteristics or affiliations include race, color, national origin, religion, sex, age, political affiliation, veteran status, disability, sexual orientation, gender identity and expression or genetic information. Such discrimination is incompatible with the mission of the University; furthermore, it is a violation of federal and/or state law and will not be tolerated.

Sexual harassment is a form of sex discrimination that includes acts of sexual violence. Title IX of the Education Amendments of 1972, as amended, protects female, male and gender non-conforming students, faculty and staff from sex-based discrimination, harassment or violence. Sexual violence includes domestic violence, dating violence, stalking and sexual assault.

Retaliation (adverse treatment) against individuals who file a complaint about or otherwise oppose harassment and/or other forms of impermissible discrimination, or who provide information relative to a complaint, or who are involved in the complaint in any way is prohibited.

Unlawful or impermissible harassment, discrimination, and retaliation on a university campus can occur in recruitment, hiring, promotion, transfer, and other terms, conditions or benefits of employment.

Resource Contact Information

Boone PD

Off Campus
townofboone.net

Conflict Management Services

On Campus
ocms.appstate.edu

*Counseling for Faculty & Staff

On Campus
cfs.appstate.edu

Equity, Diversity & Compliance

On Campus
edc.appstate.edu

Health Promotion for Faculty & Staff

On Campus
healthpromotion.appstate.edu

Human Resources

On Campus
hr.appstate.edu

Office of Student Conduct

On Campus
studentconduct.appstate.edu

Office of the VP for Faculty Affairs

On Campus
academicaffairs.appstate.edu

University Police

On Campus
police.appstate.edu

*University Ombuds Office

On Campus
ombuds.appstate.edu

Watauga Medical Center

Off Campus
apprhs.org

Watauga Sheriff's Office

Off Campus
wataugacounty.org

EMPLOYEE RESOURCE GUIDE



Office of Equity, Diversity & Compliance

123 I.G Greer Hall

You are not alone.

Safety

Law Enforcement

Emergency: 911/9-911 from campus phone
University Police: 828-262-2150
Boone Police Department: 828-268-6900
Watauga Sheriff's: 828-264-3761

Equity, Diversity & Compliance

This office can assist in implementing interim protective measures to include No Contact Directives, changes in work schedules, and office and parking locations.

Medical

Watauga Medical Center

Provides emergency medical care as well as STI testing, emergency contraception, medical examination etc.

Support

*Counseling for Faculty & Staff

Counseling for Faculty and Staff provides confidential counseling about personal issues that affect work performance and satisfaction, as well as offers assistance with concerns about one's career, workplace conflicts, and work satisfaction.

*OASIS: Local Resource Agency

OASIS provides support through short-term crisis counseling, safety planning, referrals, support groups, and educational programs. They offer a confidential shelter location, as well as legal and medical advocacy for individuals fleeing intimate partner violence. OASIS can also assist in obtaining Protective Orders.

If you would like to discuss any of these resources/services please do not hesitate to contact:

Equity, Diversity & Compliance
(828) 262-2144 edc@appstate.edu

Reporting

Equity, Diversity & Compliance

If you have experienced harassment, discrimination or retaliation by a faculty member, University Employee, vendor, contractor or visitor of Appalachian State University you are encouraged to report and/or file a complaint of the incident to this office.

Office of Student Conduct

If you have experienced harassment, discrimination or retaliation by an enrolled Appalachian State University student you are encouraged to report and/or file a formal complaint of the incident to this office.

Human Resources

If you have experienced workplace violence by a faculty member, University Employee, vendor, contractor or visitor of Appalachian State University you are encouraged to report and/or file a complaint of the incident to this office.

Additional Resources

Equity, Diversity & Compliance

This office coordinates the University's efforts in compliance with Title IX and relevant policies and is available to provide information regarding relevant laws, policies and procedures as well as provide information about available resources.

Office of Human Resources

This office handles workplace-related complaints by staff, and resolves questions, concerns, or disputes about staff employment, unprofessional / unethical behavior, and staff workplace violence. It also mediates differences and issues between fellow employees as well as between employees and supervisors.

Office of the VP for Faculty Affairs

This office is responsible for supporting faculty success. The Vice Provost oversees all personnel matters for faculty and handles questions, concerns, or disputes about employment, unprofessional/unethical behavior, and faculty workplace violence.

*** Indicates a confidential resource**

*Ombuds Office

This office provides a safe and neutral space in which faculty and staff can confidentially discuss campus-related problems and concerns. The Ombud helps employees gain perspective and assess a range of options and alternatives.

Conflict Management Services

This office promotes positive, productive interpersonal relationships among members of the campus community. Services include educational programs and a safe, neutral environment for faculty and staff to discuss and resolve relationship-based challenges in the workplace.

*Guidance Resources

Offered through Human Resource, ComPsych's Guidance Resources is an off-campus employee assistance service that provides 24/7 confidential support, resources, and information for personal and work-life issues. Services are free and include short-term psychological counseling, legal advice, financial answers, and work-life resources of value to all employees at all career stages.

Health Promotion for Faculty/Staff

Health Promotion provides Appalachian State University staff, faculty, and their spouses/domestic partners with information, programs, and services that help to promote a healthier lifestyle and a better quality of life. Major components of the program include health and fitness, preventive care, and outreach programs.

Private vs. Confidential Resources

Confidential resources will not share information about you or shared by you without your permission, unless there is a threat of serious harm to you or to others, or there is a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor, or harm to self or others).

Private resources may share information on a "need to know" basis with University employees. While not bound by confidentiality, these individuals will be discreet and respect your privacy.