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## COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES

[41 CFR 60-2.13(h) and 60-20]

Effective: January 1, 2009

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### Recruitment and Advertisement

The University of North Carolina at Greensboro will continue its policy of equal employment opportunity for members of both sexes. The University actively recruits both men and women for all jobs and informs its recruiting sources that it has no sex preference. Advertisements for University positions express no gender preference. Print advertisements do not appear under headings labeled "male" or "female."

### Job Policies and Practices

Written personnel policies clearly indicate that there shall be no discrimination against employees on account of gender. All employees have equal opportunity for any job for which they are qualified. The University makes no distinction based on sex in employment opportunities, wages, hours, benefits, or other conditions of employment and places no restrictions on women's ability to work that are not placed on men's ability in the same setting. There is no distinction between the hiring, employment treatment, or termination of a woman or man based on marital status. The University does not deny employment to women with young children nor does it treat male and female employees differently as to retirement or termination because of age. Seniority at the University is not based in any way on gender. The University provides appropriate and comparable physical facilities for female and male employees. There is no distinction based on gender in determining eligibility for any training and development program offered by the University. Women are encouraged to participate in such opportunities both within and outside the University.

### Pregnancy and Medical Conditions

Women are not penalized in their employment because of time spent away for childbearing or related medical conditions. Disabilities resulting from pregnancy are treated the same as any other temporary disability suffered by an employee. Female employees who are pregnant are in no way subjected to limitations on their employment rights before childbirth. After a leave for pregnancy or related conditions, entitlements are retained in the same manner as for any employee returning from disability leave. Under the University's health insurance coverage and disability programs, disability caused or contributed to by pregnancy or related medical conditions are treated the same as disabilities caused or contributed to by other medical conditions.

### Sexual Harassment and Undue Favoritism Based on Sex

Sexual harassment and/or the assignment or suggestion of rewards and punishments on the basis of sex or sexuality have no place in the work of the University and are prohibited. Intimate consensual relationships between supervisors and their supervisors and between faculty members and their students are discouraged. Those relationships are improper when they influence or could reasonably be expected to influence decisions or actions in University-related matters.

Careful inquiry with appropriate safeguards insuring individual rights and confidentiality will follow reasonable allegations of conduct prohibited under this policy. Appropriate penalties will be determined under normal procedures insuring due process. Those who invoke the policy are protected from retaliatory acts. Information concerning complaints arising under it will be treated responsibly. Malicious or frivolous claims of harassment or favoritism are also prohibited and, if substantiated, will result in disciplinary action.

This policy applies to all applicants for employment and admission to University programs, and to all officers and employees of the University, students, and to persons who serve the University as its agents and are under the control of the University.

The Chancellor makes available to each employee copies of the "Workplace Harassment Policy" and "Sexual Harassment and Undue Favoritism Based on Sex: Policy and Procedures." (New employees receive a copy during employee orientation programs and in their employee policy manual. A summary is provided in the [Policy Manual for SHRA and EHRA-Non-faculty Employees](#) and in the [Handbook for Faculty](#).) These documents provide a complete description of the formal and informal mechanisms by which persons aggrieved under these policies can seek relief. A copy of "Sexual Harassment and Undue Favoritism Based on Sex: Policy and Procedures" and "Workplace Harassment Policy" are included in Appendix VI.

The Department of Human Resources provides training to faculty and staff on ways to identify and correct sexual harassment. That training focuses especially on the relevant state and federal laws, grievance and disciplinary procedures, and useful mediation strategies.