

TITLE

Non-Discrimination, Anti-Harassment, and Sexual Misconduct

NUMBER

2.6

REVISION #

5

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LEGAL AUTHORITY

State Board for Technical and Comprehensive Education

Policy 8-5-101

AUTHORIZATION

L. Todd Sease

DATE

11/17/2022

AUTHORITY

President

Reviewed with no change: 2/2025

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 MIDLANDS TECHNICAL COLLEGE. THE COLLEGE RESERVES THE RIGHT TO REVISE THE CONTENTS 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.

It is the policy and commitment of Midlands Technical College (MTC) to maintain a work environment that is free from all forms of discrimination, harassment, and sexual misconduct. MTC does not discriminate on the basis of race, sex, sexual orientation, national origin, ethnic group, color, age (over 40), religion, disability, genetic information, gender, gender identity, military service, pregnancy, childbirth, or related medical conditions including but not limited to lactation, or any other category protected by applicable law.

It is also MTC policy that any verbal or physical conduct or behavior, which constitutes harassment or sexual misconduct will not be tolerated.

Retaliation against any person arising from the good faith reporting of a suspected violation of this policy or for participation in an investigation under this policy is prohibited. Violations of this policy may result in disciplinary action up to and including termination of employment.

The president shall ensure all employees are aware of this policy and violators of this policy may result in disciplinary action up to and including termination of employment.

Any employee who believes that he or she is the victim of discrimination, harassment, or sexual misconduct shall have the right to file a complaint in accordance with Procedure 2.6.1 Non-Discrimination, Anti-Harassment and Sexual Misconduct.