

Appendix 19: SGU Non-Discrimination Policy

NONDISCRIMINATION POLICY

Version Number: I.0

Effective Date: November 24, 2021

Responsible SGUSOM Official: Dean of Students

I. Policy Statement

It is the policy of St. George's University ("University") to provide an educational and working environment that provides equal opportunity to all members of the University community. The University prohibits discrimination, including discriminatory harassment, on any basis prohibited by the applicable local laws of the country where the educational programme is being provided.

Sexual misconduct/harassment is governed by the Sexual Misconduct policy which can be found at: [Sexual Misconduct Policy – St. George's University Student Manual \(sgu.edu\)](https://www.sgu.edu/student-manual/sexual-misconduct-policy)

Therefore, reports of sexual misconduct/harassment as defined by that policy should be brought pursuant to that policy.

This policy applies to visitors, contractors, officers, administrators, faculty, staff, students, and employees of the University on University property and/or involved in University associated activities.

II. Definitions (specific to this policy)

Discrimination:

Unjust unequal treatment of an individual or a group based on a personal characteristic or status that is protected under the local laws of the country where the educational programme is being provided.

Discriminatory Harassment:

Unjust and unwelcome conduct directed at an individual or a group based on a personal characteristic or status that is protected under the local laws of the country where the educational programme is being provided when one or more of the following are present:

- Submission to such conduct is unreasonably used as the basis of decisions affecting the individual with regard to employment, education or University activities or opportunities and/or becomes a condition of continued employment, education, or access to University activities or opportunities; or
- Such conduct is so severe and/or pervasive that a reasonable person would consider it to be so intimidating, hostile and/or abusive that it would have the effect of interfering with a reasonable person's educational or job performance or access to University activities or opportunities.

Discrimination and Discriminatory harassment are not limited to face-to-face occurrence and can be verbal, physical, written or electronic.

Petty slights, annoyances and isolated incidents (unless repeated/severe/persistent/extreme) may not rise to the level to constitute discriminatory harassment.

In determining whether the alleged conduct constitutes discrimination or discriminatory harassment, the record as a whole, will be considered, as well as the totality of the circumstances, such as the nature of the alleged conduct, the power differential between the parties, and the context in which the alleged conduct occurred, whether the alleged conduct is severe and pervasive and will be judged using a reasonable person standard, not the subjective feelings of the individual(s) allegedly subjected to the conduct. Any assessment or investigation will be guided by the principles of fairness.

Inquiries by students regarding this policy may be directed to the Office of the Dean of Students at dos@sgu.edu.

A person who believes that they have been subjected to discrimination or harassment in violation of this policy may make a report of the incident to the contacts listed below. Incidents should be reported as soon as possible after the time of occurrence. Upon receipt of a report, the University will review the report in accordance with the relevant policies and procedures.

III. Contacts

REPORTER CONTACT		PHONE NUMBER	EMAIL ADDRESS
Students	Office of the Dean of Students	473-439-3000 ext 3779	dos@sgu.edu
Students	Office of Judicial Affairs	473-4175 ext 3137 or 3456	judicial@sgu.edu
Faculty	Office of Human Resources	473-439-4256 473-439-3000 ext. 3762	FacultyHR@sgu.edu
Staff	Office of Human Resources	473-439-3000 ext. 3380	hr@sgu.edu
Vendors	Office of Vice President of Business Administration	473-439-2000 ext. 4031	dbuckmire@sgu.edu
All Reporters	EthicsPoint	1-844-423-5100	https://secure.ethicspoint.com/domain/media/en/gui/57112/index.html

IV. Procedures for Reporting

All reports will be taken seriously. Upon receipt of a report, the University will review the report and the allegations and conduct the applicable investigation, which will typically involve speaking with the reporter and the individual(s) involved in the alleged conduct and providing them with the opportunity to tell their side of the story. At the conclusion of investigation, the reporter and the individual alleged to have engaged in the conduct will be advised of the determination and general outcome. The resolution of complaints may involve informal and/or formal measures as appropriate, consistent with policy, procedure and processes governing complaints, resolution and discipline as set forth in the Student Manual, Faculty Handbook and Staff policies, as applicable.

The purpose of this policy is to address and prevent prohibited conduct and therefore, while an individual engaged in prohibited conduct in violation of this policy may be subject to discipline, not all conduct will ultimately result in discipline and other resolutions may be determined to be appropriate under the totality of the circumstances.

All members of the University community are expected to cooperate with and participate in any inquiries and investigation conducted.

The University may provide interim measures as necessary, appropriate and available, to an individual involved a report made pursuant to this policy. Interim measures may be put in place prior to or while

an investigation is pending and/or ongoing. It may be appropriate for the University to take interim measures during the investigation of a complaint absent a request by either party. Interim measures must be coordinated with and approved by the appropriate University departments, including, but not limited to, the Office of the Dean of Students, Human Resources, Department of Public Safety and Security, or Judicial Affairs.

V. Intentionally False Reports

The University takes reports under this policy very seriously, as it may result in serious consequences. A good-faith complaint that results in a finding that a violation did not occur is not considered to be false. However, individuals are found to have made a report, intentionally false or misleading or dishonest, or made maliciously and without regard for truth may be subject to disciplinary action.

Retaliation is an adverse action taken against a person for making a good faith report of or participating in any investigation or proceeding under this Policy. Adverse action includes direct or indirect conduct that threatens, intimidates, harasses, coerces or in any other way seeks to discourage a reasonable person from engaging in activity protected under this Policy. Retaliation can be committed by or against any individual or group of individuals. Retaliation is prohibited and may constitute grounds for disciplinary action. An individual who believes they have experienced retaliation is strongly encouraged to make a report to the University using the reporting procedures set forth above. The University will take appropriate responsive action to any report of retaliation.

VI. Resources

- Office of the Dean of Students – dos@sgu.edu; <https://mycampus.sgu.edu/group/dean-of-students/home>
- Human Resources – FacultyHR@sgu.edu; hr@sgu.edu
- EthicsPoint - <https://secure.ethicspoint.com/domain/media/en/gui/57112/index.html>
- University Ombuds – ombuds@sgu.edu or 473-405-4204
- PSC Counseling – pscsheduling@sgu.edu 473-439-2277
- BCS Counseling – [SGU-BCS Counseling \(bcs-talk.com\)](https://www.bcs-talk.com); **In an emergency, please call: 877-328-0993**
- University Health Services – clinic@sgu.edu; 473- 407-2791
- Campus Security – Call **777** from any cell or landline phone for emergency response
- Non-emergency response from Department of Public Safety – Call **(473) 444-3898**
- Student Manual Link: [Sexual Misconduct Policy – St. George's University Student Manual \(sgu.edu\)](#)
- SGU Faculty HR Page: <https://mycampus.sgu.edu/unifyedmydrive/open/file/download/SGUPROD/5f9c22983200be0016137e3e/latest> (located under the University Policies tab)
- SGU Staff HR Page: <https://mycampus.sgu.edu/unifyedmydrive/open/file/download/SGUPROD/5f7489b919a15900174f41bf/latest>(located under the Policies tab)
- Psychological Services Center – <https://mycampus.sgu.edu/group/psychological-services-center/home>
- UNITED Portal - <https://mycampus.sgu.edu/group/united/home>