

FAIR WORKPLACE POLICY

PURPOSE

In keeping with university policy, state law and federal laws, the N.C. State Student Media are, individually and collectively, equal opportunity employers. All volunteers and paid employees will be hired in accordance with applicable laws and policies designed to prevent discrimination and provide a comfortable working environment.

POLICY

North Carolina State University Student Media and its member organizations are subject to federal, state, local, and university hiring laws. Collectively and individually, the Student Media are Equal Opportunity Employers who hire without regard to race, color, creed, gender, religion or sexual orientation.

Sexual harassment is a form of sex discrimination in violation of Federal Law and N.C. State University policy, and will not be tolerated in Student Media.

1. Conduct or action that either imposes a requirement of sexual cooperation as a condition of employment, employment decisions, or creates an intimidation working/ learning environment that prevents effective learning or work performance, is in opposition to a campus environment free of discrimination.
2. Sexual Harassment is defined as unwelcome sexual advances, request for sexual favors, and other verbal or physical contact of a sexual nature when:
 - o Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, employment decisions, academic advancement, and/or receipt of a legitimately requested university service, or
 - o Submission to, or rejection of, such conduct by an individual is used as the basis for decision affecting such individual in matters of employment, employment decisions, academic advancement, and/or receipt of a legitimately requested university service, or
 - o Such conduct has the intention or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working/learning environment
3. Sexual harassment may involve persons of the opposite sex or persons of the same sex, but it does not include personal compliments welcomed by the recipient, or social interaction or relationships freely entered into by the parties.
4. Discrimination may also exist when an otherwise qualified individual is passed over for an opportunity or benefit, education, or employment, in favor of an individual who has granted sexual favors to gain an advantage. This is often called third party harassment.

MORE INFORMATION

For more information on the university's non-discrimination policy, consult the University's [human resources department](#).