

Nepotism and Harassment Policies in the Faculty Handbook

Chapter 1 (Workplace, Section 2 (Harassment))

Auburn University will not tolerate harassment of its employees or students. Any form of harassment related to an employee's race, color, sex, religion, national origin, age, physical or mental handicap/disability, or veteran status is a violation of this policy and will be treated as a disciplinary matter. For these purposes, the term "harassment" includes, but is not necessarily limited to:

Slurs, jokes, or other verbal, graphic, or physical conduct relating to an individual's race, color, sex, religion, national origin, age, physical or mental handicap/disability, or veteran status. Harassment also includes unwelcome sexual advances, requests for sexual favors, and other verbal, graphic, or physical conduct of a sexual nature.

Sexual harassment in academic settings and in the employment arena where students are involved is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, graphic, or physical conduct of a sexual nature when:

1. Submission to such conduct may be explicitly or implicitly a term or condition of a student's academic success or employment; or
2. Submission to or rejection of such conduct may be used as the basis for employment or academic decisions affecting the student and the student's total educational and/or work experience; or
3. Such conduct has the purpose or effect of substantially interfering with a student's employment or academic performance or creates an intimidating, hostile or offensive work or educational environment.

Violation of this policy by an employee shall subject that employee to disciplinary action, up to and including discharge.

If an employee feels that he or she is being harassed by any other employee because of race, color, sex, religion, national origin, age, physical or mental handicap/disability, or veteran status, the employee should at once make this known to his or her immediate supervisor. The supervisor will promptly notify the University's Director of Affirmative Action/Equal Employment Opportunity, who will see that the matter is investigated, and that, where appropriate, disciplinary action is taken. If the employee does not feel the matter can be discussed with the supervisor, the employee should arrange for a conference with the Director of Affirmative Action/Equal Employment Opportunity to discuss the complaint.

Harassment of University employees in connection with their work by nonemployees may also be a violation of this policy. Any employee who becomes aware of any harassment of an employee by a nonemployee should report such harassment to his or her supervisor or to the Director of Affirmative Action/Equal Employment Opportunity, who is responsible for investigating all such incidents. Appropriate action shall be taken against violation of this policy by any nonemployee.

If a student is involved in an alleged harassment case, the procedure outlined in the Tiger Cub must be followed.

Chapter 3 (Personnel Policies), Section 2 (Overview of Faculty Personnel Policies):

Members of the same family may be appointed to the faculty but one may not exercise direct administrative supervision over the other.

Chapter 8 (Faculty Welfare), Section 7 (Enrollment in University Courses):

Spouses and children of faculty are encouraged to pursue graduate study in departments other than the one in which the spouse or parent is employed. Exceptions may be made with the approval of the department head and the dean of the Graduate School if the spouse or parent will have no administrative or academic control of the student.

