

South Georgia Institute

Non-Discrimination and Anti-Harassment Policy

Policy Statement

South Georgia Institute (SGI) is committed to maintaining a learning and working environment that is free from all forms of discrimination and harassment. SGI prohibits discrimination and harassment on the basis of race, color, religion, national origin, sex (including pregnancy), sexual orientation, gender identity or expression, age, disability, genetic information, marital status, veteran status, or any other characteristic protected by applicable federal, state, or local laws.

This policy applies to all SGI students, faculty, staff, administrators, contractors, and visitors and covers behavior occurring both on and off campus when related to SGI programs or activities.

Scope of the Policy

This policy applies to:

- Academic, extracurricular, athletic, and other programs of the institution
- Employment, including recruitment, hiring, promotion, and compensation
- Admissions, financial aid, and all aspects of student life

Definition of Harassment

Harassment is defined as unwelcome verbal, non-verbal, or physical conduct that denigrates or shows hostility toward an individual because of a protected characteristic. Harassment becomes a violation of this policy when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment;
- Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating, hostile, or offensive environment.

Examples of Prohibited Conduct

- Offensive jokes, slurs, epithets, or name-calling
- Physical assaults or threats
- Intimidation, ridicule, or mockery
- Display of offensive objects or pictures
- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature

Reporting Discrimination or Harassment

Any individual who believes they have experienced or witnessed discrimination or harassment is encouraged to report the incident as soon as possible. Reports may be made to:

Title IX/EEO Coordinator

Office of Student Affairs
South Georgia Institute
Norman Park, GA 31771
Email: info@sgiedu.com

Investigation and Response

SGI will promptly and thoroughly investigate all reports of discrimination or harassment. Investigations will be handled in a confidential manner to the extent possible, and individuals who report such conduct will be protected from retaliation.

Corrective Action

If a violation of this policy is found, SGI will take immediate and appropriate corrective action, which may include disciplinary measures up to and including dismissal, expulsion, or termination.

Retaliation Prohibited

SGI prohibits retaliation against any individual who in good faith reports discrimination or harassment, or who participates in an investigation. Any acts of retaliation will be treated as a separate violation of this policy and subject to disciplinary action.