

# CSU Policies Against Harassment and Discrimination

Columbus State University (CSU) is committed to maintaining a fair, inclusive, and respectful environment for all members of our campus community. In accordance with federal and state laws, and University System of Georgia (USG) Board of Regents policies, CSU prohibits discrimination and harassment based on protected categories and upholds equal access to education and employment.

## Sex and Gender-Based Complaints Involving Students

Complaints of sex and gender-based discrimination and harassment involving students will be conducted by the [Title IX Office](#) pursuant to [CSU's Sexual Misconduct Policy](#), consistent with the [USG 6.7 Sexual Misconduct Policy](#), as well as [USG Policy 4.5 Standards for Institutional Student Conduct Investigation and Disciplinary Proceedings](#).

Although Title IX in practice is aimed at primarily addressing allegations of sex based harassment and discrimination against students, any CSU student, faculty, staff, or third party may file a formal, written complaint of against a CSU student, staff, and faculty members by completing the online [Complaint Form](#), or by delivering the complaint in person to the [Title IX or Deputy Title IX Coordinator](#).

## Non-Sex and Gender Based Complaints Involving Students

Complaints of harassment and discrimination involving students that are not premised on sex will primarily be conducted by the [Office of Dean of Students](#) pursuant to the non-harassment and discrimination [policies and procedures set forth in the CSU Student Handbook](#). A complaint for non-sex or gender-based harassment or discrimination can be filed by utilizing the online [Complaint Form](#), or by delivering the complaint in person to the Office of the Dean of Students.

## Other Forms and Types of Harassment and Discrimination

Complaints of harassment and discrimination governed by [Title IX](#), the [CSU Sexual Misconduct Policy](#) or the policies and procedures set forth in the [CSU Student Handbook](#), will follow those processes and procedures set forth specifically therein.

All other complaints of harassment and discrimination will follow the guidelines below. For example, complaints by employees against other employees for allegedly engaging in harassment and discrimination based on an individual's race, color, sex (including pregnancy discrimination), disability, genetic information, age, national original, religion, veteran status or other legally protected characteristics should be reported and will be investigated under the guidelines set forth below.

## Equal Opportunity and Non-Discrimination

CSU prohibits discrimination and harassment based on the following protected categories:

- Race
- Color
- Sex (including pregnancy and sexual harassment)
- Ethnicity or National Origin
- Religion
- Age
- Genetic Information
- Disability
- Veteran or Military Status

The [Non-Discrimination Policy](#) applies to all CSU programs, activities, employment, and educational settings. All members of the faculty, staff, and student body are expected to contribute to a nondiscriminatory environment.

## Jurisdiction and Scope

This policy applies to all CSU education programs and activities, including off-campus or online conduct when CSU has substantial control or the conduct has effects on the campus environment. It also applies to vendors, contractors, dual enrollment students, and individuals participating in externships or study abroad programs.

## Definitions

- **Discrimination:** Acts that deny or interfere with access to education or employment based on a protected status.
- **Discriminatory Harassment:** Unwelcome conduct based on a protected category that creates a hostile or offensive environment or unreasonably interferes with work or education.
- **Online Harassment:** Online behavior, including through CSU networks or platforms, may be subject to this policy when it disrupts educational access or university operations.

## Retaliation Prohibited

Retaliation against any individual who reports discrimination or participates in an investigation is strictly prohibited. This includes intimidation, threats, or adverse actions taken as a result of protected activity.

## Reporting Discrimination or Harassment

Any student, employee, applicant, or third party may report concerns of discrimination or harassment. Reports may be made directly to:

### Office of Legal Affairs, Ethics & Compliance

Whitley D. Hall, Esq., General Counsel  
4225 University Avenue, Richards Hall 201  
Columbus, GA 31907  
706-569-4640  
[legalaffairs@columbusstate.edu](mailto:legalaffairs@columbusstate.edu)

### Chief Human Resources Officer

Tamara Wade  
706-507-8919  
[wade\\_tamara@columbusstate.edu](mailto:wade_tamara@columbusstate.edu)

Or submit the online [Complaint Form](#).

## Procedures and Investigation

Upon receiving a report, CSU will conduct a preliminary review to determine jurisdiction and assess whether the alleged conduct may violate university policy. If warranted, a formal investigation will follow, during which both the complainant and respondent have equal rights, including the right to present evidence, identify witnesses, and receive updates.

- Investigations typically conclude within 60 calendar days.
- The standard of evidence is a preponderance of the evidence.
- Both parties may have an advisor present.
- Findings will be documented in a written report, with outcomes including substantiated, unsubstantiated, or inconclusive.

Corrective action, if warranted, may include training, discipline, or other appropriate remedies. Both students and employees have the right to appeal the outcome according to CSU procedures.

### **External Reporting Options**

In addition to internal reporting, concerns may also be directed to:

#### **Office for Civil Rights, U.S. Department of Health & Human Services**

Region IV - Atlanta

Sam Nunn Atlanta Federal Center, Suite 16T70

61 Forsyth Street, S.W., Atlanta, GA 30303

Phone: [800-368-1019](tel:800-368-1019) | TDD: [800-537-7697](tel:800-537-7697)

#### **Equal Employment Opportunity Commission (EEOC)**

For complaints involving employee-on-employee conduct: [Equal Employment Opportunity Commission \(EEOC\)](#).