



Troy University

7. Graphic verbal commentary about an individual's body, clothing, sexual process, or sexual deficiencies.
8. Sexually degrading or vulgar words to describe an individual.
9. Leering, whistling, touching, pinching, brushing the body, assault, coerced sexual acts, or suggestive, insulting, or obscene comments or gestures.
10. The display in the workplace or an academic environment of sexually suggestive objects, pictures, posters or cartoons.
11. Introduction or utilization of inappropriate sexual material in an academic setting.

Troy University

The results of the investigation may fall into two categories:

- **No Merit** - If the appropriate committee determines the complaint is without merit, the complaint will be regarded as resolved with no further action.
- **Merit**- If after review by the appropriate committee, the complaint is determined to have

Employees

Potential sanctions for harassment or discrimination include (but are not limited to) the following:

- Disciplinary warning/reprimand
- Referral to appropriate counseling
- Reassignment
- Temporary suspension
- Termination

Students

Potential sanctions for harassment or discrimination include (but are not limited to) the following:

- Disciplinary warning/ reprimand
- Disciplinary probation
- Suspension
- Expulsion

V. Appeals

If the sanction associated with the committee findings is termination, the terminated employee may appeal the termination as outlined in the Notice of Termination policy. This appeal will be to address the sanction; however, the determination of the merit of the harassment and/or discrimination charge is not eligible for appeal.

VI. Education and Training

The university commits to this policy by:

1. Developing and reviewing the comprehensive policy on a timely basis;
2. Annually communicating the policy to students and employees;
3. Annually training and educating students and employees;
4. Confidentiality, insofar as possible, in investigating incidents;
5. Documenting findings and maintaining records;
6. Taking appropriate action when incidents occur.

Policy Regarding Children on Campus

All children on campus must be accompanied by an adult at all times. For safety and security reasons, a child not accompanied by an adult on campus will be treated as a lost child. All personnel, including students, are prohibited from bringing children to the campus and leaving them unattended at any location. If an unaccompanied child is observed on campus, the first priority will be to locate