

APPENDICES · conduct consisting actions that are unwelcome or offensive to a person in relation to sex, race, age, religion, national origin, sexual orientation, color, pregnancy, disability, or veteran status. It can include comments or conduct by a person in a position of authority that is intimidating, threatening or abusive and may be accompanied by direct or implied threats to the individual's grade(s), status, or job. Harassment can also occur between people of similar authority. Harassment occurs when it is known or ought reasonably to be known that such comments or conduct would be unwelcome.

Examples of harassment include gestures, remarks, jokes, taunting, innuendo, display of offensive materials, threats, imposition of academic penalties, hazing, stalking, and shunning or exclusion related to the prohibited grounds.

### **III. Sexual Harassment**

For purposes of Troy University's policy, sexual harassment is defined as any type of sexually oriented misconduct that is unwelcome or inappropriate. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal, graphic, or physical conduct of sexual nature when:

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

assessment Response Team are available in the Office of Human Resources.

3. University visitors may report a complaint to the campus Office of Human Resources or call the Troy campus Office of Human Resources at (334) 670-3710.

The procedures outlined in this policy do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Equal Employment Opportunity Commission (EEOC), initiating civil action, or redress under state, civil, or criminal statutes and/or federal law.

## **VI. Sanctions**

### *A. Employees*

Potential sanctions for harassment include the following:

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

### *B. Students*

Potential sanctions for harassment include the following:

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

## **VIII. Appeals**

A party who is not satisfied with the disposition of the findings of the Harassment Response T

Troy University compiles and maintains information about students which facilitates educational development of the student and effective administration of the university. To better guarantee the rights and privacy and access

**5. LOCATION OF RECORDS.**

The university has designated the following officials or their equivalents at the branches as responsible for student records within their respective areas of responsibility:

- A. Provost
- B. Vice Chancellor for Student Affairs
- C. Vice Chancellor for Financial Affairs
- D. University Registrar
- E. Deans of various schools within the university

These officials shall hereinafter be referred to as “records officials.” Each official is responsible for maintaining a listing of student records within such records official’s area of responsibility, which listing shall indicate the location and general content of the records. Any student request concerning his or her records or files, including requests that information not be disclosed to the record

such a request on file prior to destruction, no copy of records to be destroyed need be furnished the student.

### 15. COST OF COPIES.

Any copies of records furnished at the request of a student shall be subject to the payment of a reasonable fee, to be established by the university from time to time, for such service.

---

## COURSE PREFIXES (KEY TO ABBREVIATIONS)

---

|          |                                    |           |                                  |
|----------|------------------------------------|-----------|----------------------------------|
| ACT..... | Accounting                         | IS.....   | Information Systems              |
| AEG..... | American English Group             | JRN.....  | Journalism                       |
| ANT..... | Anthropology                       | KHP.....  | Kinesiology and Health Promotion |
| ARB..... | Arabic                             | KOR.....  | Korean                           |
| ART..... | Art and Design                     | LAT.....  | Latin                            |
| AS.....  | Aerospace                          | LAW.....  | Law                              |
| ASL..... | American Sign Language             | LDR.....  | Leadership                       |
| AT.....  | Athletic Training Education        | MB.....   | Marine Biology                   |
| BIO..... | Biology                            | MGT.....  | Management                       |
| BUS..... | Business                           | MKT.....  | Marketing                        |
| CDC..... | Cross Discipline                   | MSL.....  | Military Science and Leadership  |
| CHI..... | Chinese (Mandarin)                 | MT.....   | Medical Technology               |
| CHM..... | Chemistry                          | MTH.....  | Mathematics                      |
| CJ.....  | Criminal Justice                   | MUI.....  | Music Industry                   |
| CLA..... | Classics                           | MUS.....  | Music                            |
| COM..... | Speech Communication               | NSG.....  | Nursing                          |
| CS.....  | Computer Science                   | PER.....  | Persian                          |
| DRA..... | Dramatic Arts                      | PHI.....  | Philosophy                       |
| ECD..... | International Economic Development | PHY.....  | Physics                          |
| ECE..... | Early Childhood Education          | POL.....  | Political Science                |
| ECO..... | Economics                          | PSY.....  | Psychology                       |
| EDU..... | Education                          | QM.....   | Quantitative Methods             |
| ELE..... | Elementary Education               | RED.....  | Reading/Literacy                 |
| ENG..... | English                            | REL.....  | Religion                         |
| FIN..... | Finance                            | RHB.....  | Rehabilitation                   |
| FLN..... | Foreign Language                   | RMI.....  | Risk Management and Insurance    |
| FRN..... | French                             | RUS.....  | Russian                          |
| GEM..... | Geomatics                          | SCI.....  | Science                          |
| GEO..... | Geography                          | SED.....  | Secondary Education              |
| GER..... | German                             | SOC.....  | Sociology                        |
| GRK..... | Greek                              | SPE.....  | Special Education                |
| HIS..... | History                            | SPN.....  | Spanish                          |
| HON..... | University Honors Program          | SS.....   | Social Science                   |
| HS.....  | Human Services                     | SWK.....  | Social Work                      |
| IDS..... | Interdisciplinary Studies          | TROY..... | Troy University                  |
| IED..... | Interdisciplinary Education        |           |                                  |