The Alabama Cooperative Extension System will not tolerate harassment of its employees. Any form of harassment related to an employee's race, color, sex, religion, national origin, age, physical or mental disability, or veteran's 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 limited to:

Slurs, jokes, other verbal, graphic, or physical or mental disability, or veteran's status. Harassment also includes unwelcome sexual advances, requests for sexual favors, other verbal graphic, or physical conduct of sexual nature.

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

If an employee feels that he or she is being harassed by another employee or supervisor because of their race, color, sex, religion, national origin, age, or physical or mental disability, the employee should at once make this known to a System EEO counselor who will promptly investigate the complaint and file a report. A complaint of sexual harassment should be filed directly with the respective University EEO/AA Officer for investigation and resolution.

Harassment of System 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, an EEO counselor, or the System's EEO Coordinator. All reports of harassment will be investigated thoroughly and appropriate action will be taken against violators of this policy by any nonemployee.

Gaines Smith
Interim Extension Director