



College of Veterinary Medicine Policies and Procedures

Subject: Harassment Policy

Section: Student Policy & Procedures

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Replaces Policy Dated: 2011

To Be Reviewed Yearly by: Academic and Student
Affairs (Significant changes reviewed by MSU General
Counsel)

Source:

Cross Reference:

Harassment Policy

As members of the University community, students, faculty, administrators, and staff have the responsibility to respect and not violate the rights of others and to show tolerance for opinions that differ from their own. However, nothing in this policy prohibits appropriate admonition, argument, and correction by a teacher in the conduct of his/her professional responsibility in the interest of maintaining order, upholding standards, stimulating thought, or promoting competence. Such action is, by definition, not a violation of this policy. Likewise, nothing in this policy precludes management's inherent authority to plan, direct and evaluate the activities of other organizational members in accordance with sound management principles and directives, including communicating, training and disciplining employees.

Harassment based upon race, color, religion, sex (including sexual harassment), national origin, age, disability or veteran status is a form of discrimination in violation of the law and will not be tolerated. Harassment based upon sexual orientation or group affiliation is prohibited by this policy and also will not be tolerated.

Except where knowingly false, punitive action against any person complaining of harassment is prohibited by law or this policy and will not be tolerated.

All students, faculty and staff are expected to adhere to this university policy and will be held accountable for violating it. Mississippi State University will respond promptly to all complaints of harassment and retaliation. Violation of this policy can result in serious disciplinary action up to and including expulsion for students or discharge for employees.

The University's full Harassment Policy and Procedure can be viewed at <http://www.msstate.edu/dept/audit/0303.html>

Approved: _____

Kent H. Hoblet

Kent H. Hoblet, Dean
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3-24-2013

Date