Harassment

**Summary/Purpose:** To give notice about students’ responsibility to refrain from harassment or any other unreasonable interference with another.

Students and other members of the University community have the right to an environment free of conduct that unreasonably interferes or, hinders or otherwise denies another a suitable, working, living, or learning environment. Therefore members of the University community should refrain from harassing others or creating an environment that denies others a suitable working, living, or educational environment.

For conduct to violate this policy, the conduct must be more than merely offensive. Examples of conduct prohibited by this policy include, but are not limited to the following: intentionally inflicting severe emotional distress or harm; fighting words (words that actually tend to provoke immediate violent reaction); obscene, lewd or lascivious conduct, including communications by electronic or other means, with the intent to abuse, threaten or harass another; stalking; defaming another (a false statement that harms the reputation of another); and speech or conduct based upon race, color, gender, national origin, religion, age, disability, veteran status, or sexual orientation that is so objectively offensive and repeated, pervasive, or severe that it effectively denies the victim access to the University’s resources and opportunities, unreasonably interferes with the victim’s work or living environment, or deprives the victim of some other protected right.

In addition to the University judicial process, the University of Mississippi provides a mechanism to address grievances that may arise over sexual harassment or alleged discrimination on the basis of race, sex, religion, veteran’s status, age, national origin, or handicap as prohibited by Title VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and Sections 503 and 504 of the Rehabilitation Act of 1973. This procedure is also designed to present grievances concerning students’ right to privacy and access to their educational records as articulated in the Family Educational Rights and Privacy Act of 1974 (FERPA or the Buckley Amendment). Incidents of harassment should be reported to the Office of the Dean of Students and/or the Office of Equal Employment and Regulatory Compliance.

This procedure has not been designed to circumvent existing judicial procedures of the University, but rather to provide an avenue for presenting complaints in addition to disciplinary action that may be pursued through any applicable University judicial process or through the criminal or civil courts.