



## **North Carolina Association of Student Councils, Inc.**

### **Policy on Bullying, Harassment, and Discrimination**

Anyone who participates in any NCASC-sponsored event (students, advisors, guests, presenters, etc.) is expected to abide by the NCASC bullying, harassment, and discrimination policy:

**The North Carolina Association of Student Councils, Inc. is committed to encouraging and sustaining a learning environment that is free from bullying, harassment, or discrimination.**

This includes, but is not limited to, bullying, harassment, or discrimination on the basis of age, race, color, religion or religious creed, national or ethnic origin, ancestry, disability, sex, sexual orientation, gender identity and/or expression (including a transgender identity), or genetic information.

- a. Respect for all participants is of the utmost importance. If there is a concern, question, or report regarding the disrespect of any of the above-mentioned groups in any form, please report to the event director immediately so it can be addressed in a timely manner.
- b. All presentations at a NCASC-sponsored event are expected to be in good and positive taste. Profanity, degrading behaviors or comments, inappropriate jokes, racism, or other discriminatory, bullying, or harassing behaviors will not be tolerated. If there is a concern, question, or report regarding these types of behaviors, please report to the event director so it can be addressed in a timely manner.

NCASC recognizes that confidentiality is important. NCASC will attempt to protect the confidentiality of the complaint process to the extent reasonably possible. All those involved in the complaint process are encouraged to respect the confidentiality of the proceedings and circumstances giving rise to the dispute and to discuss the matter only with those persons who have a genuine need to know. While NCASC is committed to respecting the confidentiality of all parties involved in the process, it cannot guarantee complete confidentiality, e.g., when NCASC is required by law to disclose information to another agency or when confidentiality concerns are outweighed by NCASC's interest in protecting the safety or rights of others.