

**RUST COLLEGE
HOLLY SPRINGS, MS 38635**

ANTI-HARASSMENT STATEMENT

Rust College emphasizes its commitment to provide a professional working and learning environment which supports, nurtures and rewards educational and employment growth free of discriminatory, inappropriate and disrespectful conduct or communication. Discrimination of any kind threatens this type of learning environment in that it compromises institutional integrity and traditional academic values. Discrimination inhibits the individual's performance as a student or employee and violates acceptable standards for accessibility, equal opportunity and interrelationships. Accordingly, the college abides by the following guidelines:

- i. Encourages any student and/or employee who believes that he or she has been subjected to harassment based on sex to report the harassment to Rust College;
- ii. Rust College is committed to conducting a prompt investigation of all allegations of sex harassment;
- iii. Reports of allegations of sex-based harassment and other forms of sex discrimination should be reported to the contacts below as follows: Students will make said discrimination known to the Dean of Students. Employees will make said discrimination known to the immediate supervisor of the accused discriminator. Non-employees or non Rust College students will make said discrimination known to the Coordinator of the Title IX (sexual harassment), or the Section 504 Coordinator (disability).;
- iv. Please know that Rust College students and/or employees found to have engaged in acts of harassment based on sex will be promptly disciplined, with such discipline to include, if circumstances warrant, up to and including suspension or expulsion for students and termination of employment for employees; and,
- v. Rust college encourages its students and employees to work together to prevent acts of harassment of any kind.

Ms. Patricia A. Pegues, Title IX Coordinator
McCoy Administration Building – 1st Floor
Rust College
150 Rust Avenue
Holly Springs, MS 38635
(662) 252-8000 Extension 4010/4018

Mr. Carllos Lassiter, Section 504 Coordinator
McCoy Administration Building - 2nd Floor
Rust College
150 Rust Avenue
Holly Springs, MS 38635
(662) 252-8000 Extension 4075

Adopted 12/30/2013