

NONDISCRIMINATION

Civil Rights, Non-Discrimination and Non-Harassment

Furman University is committed to providing programs, activities and an educational and work environment free

from unlawful Discrimination and Discriminatory Harassment. In furtherance of this commitment, Furman encourages all members of the community to report any Discrimination or Discriminatory Harassment promptly, so it can be addressed.

The University's Non-Harassment and Non-Discrimination Policy sets forth available resources, describes prohibited conduct, and establishes procedures for responding to complaints of Discrimination, Harassment and Retaliation.

The University's Sexual Misconduct Policy identifies prohibited Sexual Misconduct, establishes grievance procedures for addressing Sexual Misconduct, describes supportive measures and sets forth available resources. For information about Title IX, about measures Furman takes to prevent Sexual Misconduct, about reporting options, supportive measures and resources, visit [Furman's Title IX page](#).



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SEXUAL

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MENU

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Non-Discrimination Statement and Relevant Laws

In compliance with and as required by Title VI and Title VII of the Civil Rights Act of 1964 (“Title VI” and “Title VII”), Title IX of the Education Amendments Act of 1972 (“Title IX”), Titles I and III of the Americans with Disabilities Act (“ADA”), Section 504 of the Rehabilitation Act and other civil rights laws, as well as in furtherance of its own values as an institution of higher education, Furman University does not unlawfully discriminate on the basis of race, color, national origin (including shared ancestry and ethnic characteristics), sex, sexual orientation, gender, gender identity, pregnancy, disability, age, religion, protected veteran status, or any other characteristic or status protected by applicable local, state or federal law.



Non-Discrimination and Non-Harassment Policy

What are Discrimination and Discriminatory Harassment?

First, it's helpful to define what we mean when we say "Protected Characteristics." Someone's race, color, national origin (including shared ancestry and ethnic characteristics), sex, sexual orientation, gender, gender identity, pregnancy, disability, age, religion, protected veteran status, or other aspect of someone's identity that is protected from discrimination by federal, state or local law is known as a "Protected Characteristic."

Human Resources Menu **Discrimination** is differential treatment that deprives or limits an individual's access to educational, employment, or other institutional benefits, opportunities, programs, or activities on the basis of an Individual Protected Characteristic.

Discriminatory Harassment is unwelcome conduct based on a Protected Characteristic that, based on the totality of the circumstances, is both subjectively and objectively offensive and is so severe, persistent, or pervasive that it: (a) creates an environment that a reasonable person would consider hostile, intimidating, offensive or abusive; (b) has the purpose or effect of unreasonably interfering with an individual's work or academic performance; or (c) otherwise adversely limits an individual's employment or participation in a University program or activity. Determining whether a hostile environment has been created is a fact-specific inquiry.

Can I file a report anonymously?

How will the University respond to a report?

How does the University balance the free exchange of ideas with maintaining a respectful environment that is free of harassment and discrimination

When does speech become a policy violation?

While we encourage open dialogue, the University may intervene when speech or behavior:

- Targets individual people or groups in a way that is severe or repeated and undermines someone's ability to participate in University programs or activities;

Creates a hostile, intimidating, or exclusionary environment based on a Protected Characteristic; or

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reats, harassment, bullying, or discriminatory

Advocates violence.

THE FOLLOWING ARE DISTINCTIONS WE USE:

Expression Encouraged in Academic Spaces

Political or religious views shared in good faith

Respectfully challenging dominant narratives in class or public forums

A student leads a peaceful protest advocating that voting be mandatory

Expression That May Violate Policy

Racial or ethnic slurs directed at individuals

Repeated verbal attacks or mockery based on religion, ancestry, or ethnicity

Online targeting or threats that make a group feel unsafe based on their identity

You are encouraged to speak freely—but also expected to engage responsibly.

You should never be targeted, threatened, or excluded from a program or activity because of who you are.

We value free inquiry—but also affirm that a thriving learning community requires respect, accountability, and care for one another.

If you are unsure whether something is discriminatory, harassing, or protected by our policies, you are encouraged to reach out to the Civil Rights Officer, the Office of Student Life, the Center for Interpersonal Connections or the Dean of Faculty. We're here to help clarify —not to punish expression, but to protect access to education

and academic freedom, while maintaining a safe environment free of discrimination and harassment.

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What is Title VI?

Are discrimination and harassment based on antisemitism and Islamophobia prohibited under the Non-Harassment and Non-Discrimination Policy?

I noticed that the bias incident report link is no longer available. Has Furman changed how it responds to concerns about discriminatory and harassing behavior?

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Policies and Procedures

[Sexual Misconduct Policy](#)

[Non-Harassment and Non-Discrimination Policy](#)

[Student Disability Grievance Procedure](#)

[Workplace Accommodations Policy](#)

Other University Resources

[Student Office of Accessibility Resources](#)

[ADA Coordinator Website](#)

[Center for Interpersonal Connections](#)

[Trone Center for Mental Fitness](#)

[Office of Spiritual Life](#) (confidential support for students, faculty or

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[University Ombuds](#) ([Dr. Vicky Turgeon](#), confidential support for faculty and [Nancy Georgiev](#), confidential support for staff)

[Employee Assistance Program](#) (provides free counseling sessions)

[Campus Conduct Hotline](#) (866.943.5787)

[Housing & Residence Life](#) (864.294.2092)

[Human Resources](#) (864.294.2217)

[Student Life](#) (864.294.2202)

[Furman University Police Department](#) (864.294.2111)



EXPLORE GREENVILLE



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Greenville, SC 29613

864.294.2000



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