



## COMMISSIONER'S STATEMENT PROHIBITING UNLAWFUL HARASSMENT

The Technical College System of Georgia is committed to providing all employees a work environment conducive to personal and professional satisfaction, while at the same time achieving the goals and mission of the Agency. TCSG wishes to provide all employees with a clear understanding of unlawful harassment and its adverse impact upon the working relationships within this Agency and with any outside parties with whom TCSG conducts business.

Unlawful harassment includes verbal, electronic, written, or physical conduct that disparages or shows hostility or aversion toward an individual based on race, color, religion, gender, national origin, age, or disability. Sexual harassment includes, but is not limited to, unwelcome sexual references, allusions, jokes, advances, requests for sexual favors, and any verbal, written, electronic, or physical conduct or interactions of a sexual nature as defined in TCSG Procedure: 4.3.1p. [III.A.1.] Unlawful Discrimination, Harassment and Retaliation in Employment.

All employees are hereby forewarned that unlawful harassment and unlawful retaliation by an employee or individual conducting business with TCSG is strictly prohibited and is a basis for disciplinary action up to and including termination.

Employees shall report all events of unlawful harassment/retaliation or other possible policy violations within the chain of command, or he/she may bypass the normal chain of command and report an allegation/suspicion directly to the Human Resources Director at (404)327-6927, the Director, Legal Services (404)327-6833, The Commissioner's Office at (404)679-1601, or the Deputy Commissioner's Office at (404)679-1607. We appreciate your support in promoting a work environment free of unlawful harassment or other similarity inappropriate conduct.

A handwritten signature in black ink, appearing to read "Gregory C. Dozier", with a stylized flourish at the end.

Gregory C. Dozier  
Commissioner