

ELIZABETH CITY STATE UNIVERSITY
Electronic Harassment, Threats, Stalking and Similar Activities Policy

I. Purpose

The purpose of this policy is to outline certain behaviors and/or acts that Elizabeth City State University does not tolerate, and to articulate how the institution will respond when incidents of Electronic Harassment, Threats, Stalking, and Similar activities are reported.

II. Scope

This policy applies to all personnel who include full time regular, temporary and part-time employees, full-time and part-time students, contractors, and all other authorized users of any University Information Systems, including University-hosted, third-party hosted, and Internet Service Providers (ISP).

III. Policy

- A. Users may not use electronic communications to harass, stalk, or threaten others, or in similar ways create an atmosphere which unreasonably interferes with the education or employment experience. Generally, communication that contains abusive, offensive or intimidating language and is repeated, unsolicited, unwanted or unwelcome may constitute harassment.
- B. This would include, but not be limited to, posting, transmitting, or originating any unlawful, threatening, abusive, hostile, fraudulent or defamatory communication, or any communication where the message, or its transmission or distribution, would constitute or would encourage conduct that would constitute a criminal offense, give rise to civil liability, or otherwise violate any local, state, national, or international law or violate other policies, rules and regulations of the University. Information that is defamatory is defined as provably false, unprivileged statements that do demonstrated injury to an individual's or a business's reputation.
- C. Users will also not post or disseminate personal or sensitive information about an individual(s). Such information would include, but not be limited to academic records, medical information, social security number, or similar information of a personal and confidential nature that, if disseminated, could have legal or otherwise damaging implications either for the targeted person or the institution.

IV. Violations of Policy

Violation of this policy may constitute misconduct and accordingly employees are subject to disciplinary action, up to and including suspension without pay and dismissal, in accordance with the pertinent employment policies for SPA, EPA non-faculty, and faculty.

Sanctions for violation of this policy may include suspension or revocation of access privileges in addition to any other sanction permitted under the Student Code of Conduct.