MTC Support
Counseling Services 803.822.3500
803.822.3505 or 803.738.7636
Law Enforcement/Security Dispatch
803.822.3529

Associate Vice President for Student Development Services 803.822.3529

EEOC Compliance Officer & Title IX Coordinator 803.822.3204

Human Resource Management Office

Additional Support
Local Law Enforcement Dial 911
Sexual Trauma Services of the Midlands
Main Office: 3710 Landmark Drive, Suite 301, Columbia, SC 29204
Phone: 803.790.8208; Fax: 803.790.8282; Email: stsm@stsm.org

24-Hour Hotline
Richland and Lexington counties: 803.771.RAPE (7273)
Sisterscare, Inc. 803.765.9428 (24-hour crisis service line)

National Sexual Assault Hotline Phone: 800.656.HOPE
Online: online.rainn.org

Office of the Governor — The State Office of Victim Assistance (SOVA)
is a financial assistance program designed to help victims with expenses incurred as a direct result of a crime not covered by other payment sources.

SOVA joined the Richland County Sexual Assault Response Team (SART) in an effort to promote awareness and improve the response and services provided to victims of sexual assault. Pursuant to SECTION 16-3-1350 South Carolina law, which follows the guidance of the Federal Violence Against Women Act statute, SOVA is the sole reimbursement provider (primary payer) for Forensic Examinations in South Carolina ensuring that victims not bear the cost of his or her routine medico legal exam following the assault.

Office: 1205 Pendleton St. Room 401, Columbia, SC 29201
Online: http://www.sova.sc.gov • Fax: 803.734.1708
Office Phone: 803.734.1900; Victim's Line: 800.220.5370

Department of Education’s Office of Civil Rights
Phone: 800.421.3481; Fax: 202.453.6012; TDD: 800.877.8339
Email: OCR@ed.gov

SEX DISCRIMINATION
SEXUAL HARASSMENT
AND SEXUAL VIOLENCE

Information Guide

REPORTING • RESOURCES
Sex Discrimination

Sex discrimination involves treating someone unfavorably because of that person's sex. Sex discrimination also can involve treating someone less favorably because of his or her connection with an organization or group that is generally associated with people of a certain sex. Discrimination against an individual because that person is transgender is discrimination because of sex in violation of Title VII.

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities that receive federal financial assistance.

Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.

Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Both victim and the harasser can be either a woman or a man, and the victim and the harasser can be the same sex.

Sexual harassment is conduct that denies or limits a student's ability to participate in or benefit from a school's education program.

Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision or condition of employment.

Sexual Violence

Sexual violence means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion. All such acts of sexual violence are forms of sexual harassment covered under Title IX.

Midlands Technical College

Does not discriminate on the basis of race, sex, national origin or ethnic group, color, age, religion, disability, genetic information, gender, military service, or pregnancy and prohibits sex discrimination, sexual harassment and sexual violence (such as sexual assault, sexual battery, domestic violence, dating violence, stalking, and rape).

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