



## HARASSMENT, THREATS, STALKING AND SIMILAR ACTIVITIES 07.100.07

<b>Authority:</b>	CIO
<b>History:</b>	Approved by the CIO August 1, 2019; Revised August 2016; Reformatted May 25, 2005; approved by Board of Trustees October 28, 2004; revised October 23, 2003; effective January 18, 2002
<b>Source of Authority:</b>	UNC System Office Policy Manual, Chapter 1400 “Information Technology” International Organization for Standardization ISO/IEC 27002
<b>Related Links:</b>	Policy 02.205 Unlawful Discrimination, Harassment, and Sexual Misconduct; Policy 08.540 Workplace Violence Policy and Protocol; Policy 07.100 Responsible Use of Information Technology Resources
<b>Responsible Office:</b>	Information Technology Services

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### I. Purpose

The University of North Carolina Wilmington strives to maintain access for its faculty, staff and students (the "users") to local, national and international sources of information and to provide an atmosphere that respects freedom of expression and encourages sharing of knowledge, creative processes and collaborative efforts within the university's educational, research and service missions. Access to these electronic information systems is a privilege, not a right, and must be treated as such by all users of these systems. All users must act honestly, responsibly and prudently. Every user is responsible for the integrity of these information resources. All users must respect the rights of other computer users, and take care in acting responsibly to safeguard the security and confidentiality of electronic resources, information and similar assets.

### II. 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 educational or employment experience. Generally, communication that contains true threats or intimidating language and is repeated, unsolicited, unwanted or unwelcome may constitute harassment. Procedures for reporting prohibited behaviors are detailed in Policy 02.205 Unlawful Discrimination, Harassment and Sexual Misconduct, and Policy 08.540 Workplace Violence Policy and Protocol.
- B. This usage includes, but is not limited to, posting, transmitting or originating any unlawful, threatening, harassing, fraudulent or defamatory communication. It also includes any communication where the message, or its transmission or distribution, would constitute or 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 also may not post or disseminate personal or sensitive information about an individual or individuals. Such information includes, but is not limited to, academic records, medical information, social security numbers, 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.