

# Equal Employment Opportunity (EEO) & Nondiscrimination Resources

## Select EEO& Nondiscrimination Laws

- **Title VI of the Civil Rights Act of 1964** prohibits discrimination on the basis of race, color, and national origin in **programs and activities** receiving federal financial assistance.
- **Title VII of the Civil Rights Act of 1964** prohibits employers from discriminating **against employees and applicants** on the basis of sex, race, color, national origin, and religion.
- **Title IX of the Education Amendments of 1972** is a comprehensive federal law that prohibits discrimination **on the basis of sex** in any federally funded education program or activity. It also includes protection from **sexual harassment or sexual violence**, such as rape, sexual assault, sexual battery, and sexual coercion.
- **Americans with Disabilities Act of 1990** guarantees that people with disabilities have the same opportunities as everyone else to participate in the mainstream of American life including government programs and services.

## Applicable University Policies

- [Sexual Misconduct](#)
- [Affirmative Action Equal Employment Opportunity, and Nondiscrimination/Harassment](#)
- [Access for Individuals with Disabilities](#)
- [Equal Employment for Individuals with Disabilities](#)
- [Whistleblower](#)
- [Investigation Guidelines](#)

## Notice To File External Discrimination Complaints

- [Investigation Guidelines](#)
- [Affirmative Action Statement of Policy](#)

## Title IX Mandated Reporters

- The following individuals are required to report incidents of sexual assault and sexual misconduct pursuant to the university's [Sexual Misconduct](#) policy:
  - Any human resource professional
  - Anyone who supervises faculty, staff, students, or volunteers
  - All chairs and/or directors
  - All faculty members

## Questions? Please reach out to these university central contacts:

- **Employee Complaints & University Policy Violations:** Kristi Hoge, Employee Relations Manager
- **Title IX & Sexual Misconduct:** Molly Pierano, Interim Title IX Director
- **Americans with Disabilities Act & 504:** Scott Lissner, ADA Coordinator
- **Affirmative Action/EEO:** Terra Metzger, AA/EEO Coordinator



**THE OHIO STATE UNIVERSITY**  
HUMAN RESOURCES

