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