

Statement of Affirmation regarding Sexual Orientation, Gender Identity and Gender Expression at NC State University:

North Carolina State University is dedicated to equality of opportunity. Accordingly, NC State University commits itself to positive action to secure equal opportunity for everyone. The opposite is also true: we regard discrimination and harassment to be inconsistent with the goal of providing a welcoming environment in which all students, faculty, and staff can learn and work to their full potential. Everyone should feel welcome and accepted on our campus, and encouraged to engage in constructive conversation about our individual differences as well as our similarities.

NC State's policies are clear in prohibiting unlawful discrimination in any form against students, employees or applicants on the grounds of race, color, religion, creed, sex, national origin, disability, or veteran status. Our policies also recognize that educational and employment decisions should be based on an individual's abilities and qualifications and should not be based on factors or personal characteristics that are not germane to academic abilities or job performance. We view sexual orientation, gender identity and gender expression as not relevant to educational or employment decisions and we maintain a firm policy that harassment of faculty, staff or students on the basis of sexual orientation, gender identity, or gender expression is unacceptable and will not be tolerated. As Chancellor, I am fully committed to the principles set forth in these policies, particularly the Sexual Orientation Policy Statement which can be found at http://www.ncsu.edu/policies/campus_environ/non-discrimination/REG04.25.3.php.

Faculty, staff, and students who have a complaint of discrimination or harassment may seek appropriate redress through existing procedures.

Chancellor James L. Oblinger