

Equal Employment Opportunity: Your Responsibility

Equal Opportunity and Non-Discrimination Policy

North Carolina State University is dedicated to equality of opportunity within its community. Unlawful discrimination is completely incompatible with the values and goals of North Carolina State University.

It is the policy of the State of North Carolina to provide equality of opportunity in education and employment for all students and employees. Accordingly, the university does not practice or condone unlawful discrimination in any form against students, employees or applicants on the grounds of **race, color, religion and creed, sex, national origin, age, disability, or veteran status**. Discrimination based upon the above characteristics is in violation of federal and state laws and North Carolina State University policy, and will not be tolerated.

Retaliation against any person alleging discrimination is a violation of federal and state law and North Carolina State University policy, and will not be tolerated.

North Carolina State University supports the protection available to members of its community under all applicable Federal laws, including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Rehabilitation Act of 1973, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, and Executive Order 11246.

Americans with Disabilities Act (ADA)

The ADA is a federal law enacted in 1990 which prohibits discrimination against qualified individuals with disabilities in employment, public accommodations, state and local government operations, transportation, and telecommunications.

Under the ADA, it is unlawful to discriminate in employment against individuals with disabilities or to refuse to accommodate the known disability of an otherwise qualified individual, unless to do so causes undue hardship or is a direct threat to oneself or others.

As a public entity, North Carolina State University has an obligation under ADA to ensure that there is no discrimination against a qualified individual with a disability in services, programs or activities provided by the University. To request a reasonable accommodation, see www.ncsu.edu/equal_op/disability_resources.

Unlawful Workplace Harassment Policy

Harassment based upon race, color, religion and creed, sex, national origin, age, or disability is a form of discrimination in violation of federal and state law and North Carolina State University policy, and will not be tolerated. It is the internal policy of North Carolina State University to prohibit harassment on the basis of sexual orientation.

Retaliation against any person complaining of harassment is in violation of federal and state law and North Carolina State University policy, and will not be tolerated.

North Carolina State University will respond promptly to all complaints of harassment and retaliation. Violation of this policy can result in serious disciplinary action up to and including expulsion for students or discharge for employees.

North Carolina State University hereby affirms its desire to maintain a work environment for all employees and an academic environment for all faculty and students that is free from all forms of harassment. Harassment is completely incompatible with the values and goals of North Carolina State University.

The University also maintains specific policies on Racial and Sexual Harassment. All harassment and discrimination policies are available at www.ncsu.edu/equal_op. Procedures regarding harassment and discrimination can be found at www.ncsu.edu/equal_op/harassment/resolution.

Sexual Orientation Policy

Educational and employment decisions should be based on an individual's qualifications and should not be based on factors or personal characteristics that are not germane to academic abilities or job performance. Traditionally we have viewed race, sex, religion, and national origin as among those factors that are not connected with academic abilities or job performance. An individual's sexual orientation is another factor which is not relevant to educational and employment decisions. Therefore, only relevant factors are to be considered in such decisions and equitable and consistent standards of conduct and performance are to be applied at North Carolina State University.

Affirmative Action Plans

Affirmative action is the set of positive steps that employers use to promote equal employment opportunity and eliminate discrimination. Where significant evidence indicates that members of a particular class of employees are underutilized, specific goals and timetables have been established to remedy underrepresentation.

The university maintains an Affirmative Action Plan prepared in accordance with Executive Order 11246. The Affirmative Action Plan reaffirms nondiscrimination in the employment of individuals with disabilities and veterans.

Copies of the North Carolina State University Affirmative Action Plans may be obtained from the Office for Equal Opportunity, Human Resources, D. H. Hill Library, each Dean/Unit Head Office, and at www.ncsu.edu/equal_op/epa_resources.

Contact Information

For additional information, please visit one of the following offices:

Office for Equal Opportunity (OEO)
1 Holladay Hall
919-515-3148
www.ncsu.edu/equal_op

Human Resources (HR)
Administrative Services Building
919-515-2135
www2.acs.ncsu.edu/hr

Additional sources of information can be found at the Equal Employment Opportunity Commission (EEOC) website at www.eeoc.gov.

