



James E. Shepard

MEMORANDUM

TO: All University Faculty, Staff and Students

FROM: Chancellor Debra Saunders-White

DATE: August 14, 2014

SUBJECT: **Policy Statement on Non-Discrimination**

North Carolina Central University is committed to and will provide an inclusive and welcoming environment free of harassment and discrimination for all members of our community. The university affirms that students and employees are entitled to an educational and employment environment free from unlawful harassment and discrimination. The University is committed to ensuring that educational and employment decisions are based on individuals' abilities and qualifications.

Consistent with this principle and in compliance with all applicable laws, it is therefore the University's policy not to discriminate in offering access to its educational programs and activities or with respect to employment terms and conditions on the basis of age, race, color, gender, national origin, religion, disability, protected veteran status, political affiliation, genetic information, gender identity or gender expression and sexual orientation, except where religion, gender, and/or physical requirements are bona-fide job related employment requirements¹. Further, no student or employee shall be subject to retaliation for bringing a good faith complaint pertaining to unlawful harassment or discrimination or for supporting individuals who file a complaint against another member of the university community.

¹ The University's policy is implemented in accordance with applicable laws and their amendments, including, but not limited to, Title VI and Title VII of the Civil Rights Act of 1964 as amended, Title IX of the Education Amendments of 1972, the Equal Pay Act of 1963, Executive Order 11246, the Age Discrimination in Employment Act of 1975, Section 504 of the Rehabilitation in Employment Act of 1975, the Americans with Disabilities Act of 1990, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Civil Rights Restoration Act of 1988, the Civil Rights Act of 1991, the Americans with Disabilities Act Amendments of 2008, Title II of the Genetic Information Non-discrimination Act of 2008, and North Carolina General Statutes Chapters 116 and 126.

In compliance with Section 503 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990, as amended, accommodations of the disabled extend to student programs, employment practices, elimination of physical barriers, and special assistance to disabled students and employees within the university. North Carolina Central University will provide reasonable accommodations for students , applicants/and or employees with a documented disability as defined by the ADA when doing so will enable able them to successfully perform job duties or benefit from educational opportunities at the university.

Any inquiries regarding the University's non-discrimination policy should be brought to the attention of one of the following administrators: the Director of EEO and Employee Relations/Title IX Coordinator at 919-530-6681, the Chief Human Resources Officer at 919-530-5214 or the Director of Student Disabilities at 919-530-6325.

As Chancellor of North Carolina Central University, I fully endorse and support this policy and am committed to a campus community free of any form of harassment or discrimination and a campus community that values and respects diversity and inclusion.