

SOUTH DAKOTA STATE UNIVERSITY
Policy and Procedure Manual

SUBJECT: Equal Opportunity, Non-Discrimination, and Affirmative Action
NUMBER: 4:3

1. Purpose

This policy sets forth the University's position on equal opportunity and non-discrimination among its employees, students, visitors, and other members of the University community and implements SDBOR Policy 1:19 and related provisions.

2. Policy

- a. The University offers equal opportunities in employment and for access to and participation in education, extension, and other services at the University to all persons qualified by academic preparation, experience, and ability for the various levels of employment or academic program or other University service, without discrimination based on sex, race, color, creed, national origin, ancestry, citizenship, gender, gender identification, transgender, sexual orientation, religion, age, disability, genetic information, veteran status, or any other status that may become protected under law against discrimination.
- b. The University, in conjunction with state and federal law and applicable SDBOR and University policies, is committed to the objectives of equal opportunity, non-discrimination, and affirmative action. Redress for alleged violations of those laws may be pursued at law, or through the procedures established in University Policy 4:6 through the University Title IX/EEO Coordinator.
 - i. Title IX/EEO Coordinator contact information shall be maintained and made available in, and disseminated to the University community and general public by, the University Title IX/EEO Coordinator Office located in the University Office of Human Resources, or successor unit.
- c. The University President is responsible for assuring that the principles of SDBOR Policy 1:19 and this policy are communicated effectively to the University community and the public at large. The Title IX/EEO Coordinator is designated as responsible for providing notice to employees, students, and other members of the University community regarding equal opportunity at the University. The means may include seminars or other public service or instructional programming and shall include notices to be posted or otherwise incorporated into University promotional materials. Such notices will clearly identify persons who are responsible for the implementation of equal opportunity policies and should advise readers or listeners of how they might contact the responsible University official to obtain further information or to express concerns.

- d. The Title IX/EEO Coordinator, upon approval of the University President, may establish an advisory committee to assist the Title IX/EEO Coordinator with the University's strategies for addressing equal opportunity, non-discrimination, and affirmative action at the University.
3. Responsible Administrator

The Title IX/EEO Coordinator, successor, or designee is responsible for annual and ad hoc review of this policy. The University President is responsible for approval of modifications to this policy.

SOURCE: Approved by President on 08/01/2014.