

#### **4.1.1. Equal Employment Opportunity and Non-Discrimination Statement**

- Revised 01-19-2012
- Revised 07-12-2016

Stetson University is an equal opportunity employer and does not discriminate on the basis of race, color, religion, gender, sexual orientation, national and ethnic origin, age, marital status or disability in the recruitment and employment of its faculty and staff. Stetson University's commitment to equal employment opportunity and nondiscrimination extends to recruitment, employment, advancement and promotion, compensation and benefits administration, training and development and other personnel actions.

It is the policy of Stetson University not to discriminate on the basis of sex, disability, race, age, religion, color, national or ethnic origin, ancestry, marital status, veteran status, sexual orientation, gender identity, gender expression, genetic information, physical characteristics, or any other category protected by federal, state, or local law in its educational programs, admissions policies, financial aid, employment, or other school- administered programs. The policy is enforced by Stetson and, where applicable, federal laws such as Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975. The University is an equal opportunity educational institution.

Inquiries regarding compliance with these statutes, and referrals to designated coordinators under the ADA/Section 504, Title IX, and the Age Discrimination Act may be directed to the Director of Compliance & Title IX Coordinator, 300 North Amelia Avenue, DeLand Florida 32723, 386-822-7960 or to the Director of the Office for Civil Rights, U.S Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202-1100, 800-421-3481, TDD: 877-521-2172. Revised and adopted as University-wide policy statement by the Executive Committee of the Board of Trustees on June 6, 2011.

Any alleged violations of this policy should be reported following the University Faculty, Staff and Student Grievance Procedures, section 4.3.1.