Equal Opportunity

Policy 108

NOTE: For purposes of all Appalachian State University policies, references to SPA (subject to the State Personnel Act [former terminology]) shall be interchangeable with SHRA (subject to the State Human Resources Act [current terminology]); and references to EPA (exempt from the State Personnel Act [former terminology]) shall be interchangeable with EHRA (exempt from the State Human Resources Act [current terminology]).

1 Introduction

1.1 Appalachian State University (“Appalachian”) is committed to providing an equal opportunity experience to the Appalachian community.

2 Scope

2.1 This policy applies to all members of the Appalachian community, including students, faculty, staff, visitors, volunteers, and others who participate in programs, activities, or conduct business on behalf of Appalachian.

3 Definitions

4 Policy and Procedure Statements

4.1 Equal Opportunity Non-Discrimination

4.1.1 Appalachian State University is committed to providing equal opportunity in education and employment to all applicants, students, and employees. Appalachian does not discriminate in access to its educational programs or activities, or with respect to hiring or the terms and conditions of employment, on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, or veteran status. Appalachian actively promotes diversity among students and employees.

4.1.2 The Office of Disability Resources (ODR) is the designated office to assist eligible students, faculty, staff and visitors with disabilities by determining access needs and coordinating academic adjustments or workplace accommodations and compliance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act (Section 504). For disability related inquiries, please contact the ADA/504 Coordinator.

4.1.3 The Office of Title IX Compliance coordinates the University’s compliance with Title IX and ensures that the University responds appropriately, effectively, and equitably to Title IX issues, including sex- and gender-based harassment and discrimination, which includes sexual misconduct. For Title IX related inquiries, please contact the Title IX Coordinator.

4.1.4 The Office of Human Resources in collaboration with the University's Equal Employment Opportunity Officer, is responsible for coordinating compliance with university policies prohibiting discriminatory employment practices and managing the University's Equal Employment Opportunities/Affirmative Action programs. For Equal Employment Opportunity contact the Equal Employment Officer, for Affirmative Action inquiries, please contact the Office of Human Resources.

5 Additional References

Appalachian Policy 110 – Discrimination and Harassment
Appalachian Policy 112 – Sex-Based Misconduct
Appalachian Policy 601.8 – EHRA Employees
Appalachian Policy 602.32 – Workplace Violence

6 Authority

Title II, Civil Rights Act of 1964, as amended (42 U.S.C. 2000a, et seq.)
Title IV, the Violence Against Women Act, Violence Crime Control and Law Enforcement Act of 1994
Title VII, Civil Rights Act of 1964, as amended (42 U.S.C. 2000e, et seq.)
Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 701 et seq.)
Uniformed Services Employment and Reemployment Rights Act (38 U.S.C. 4301, et seq.)

7 Contact Information
Office of Disability Resources (828-262-3056)
Office of Human Resources (828-262-3186)
Office of Title IX Compliance (828-262-2144)
Equal Employment Opportunity (equalopportunity@appstate.edu)

8 Original Effective Date
October 1, 2011

9 Revision Dates
June 25, 2012
September 9, 2020
November 5, 2021 - previously policy 114
November 4, 2022