

Equal Opportunity

Policy 108

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 Access & Equity: 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).

4.1.3 The Office of Access & Equity: Equal Opportunity (EO) coordinates the University's response to reports of discrimination, harassment, and retaliation on the basis of 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 will respond and provide fair procedure with due process protections for complainants and respondents.

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 Affirmative Action inquiries, please contact the Office of Human Resources, for Equal Employment Opportunity inquiries contact the Office of Access & Equity: Equal Opportunity.

5 Additional References

[Appalachian Policy 110 – Discrimination, Harassment, Retaliation and Sex-Based Misconduct](#)

[Appalachian Policy 602.32 – Workplace Violence](#)

6 Authority

Executive Order 11246 EEO

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.)

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990

Uniformed Services Employment and Reemployment Rights Act (38 U.S.C. 4301, et seq.)

Pregnancy Discrimination Act of 1978 (95 U.S.C. 555, et seq.)

Americans with Disabilities Act of 1990

7 Contact Information

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

July 26, 2023