

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 is committed to providing an equal opportunity experience to current and future students, faculty, and staff.

## **2 Scope**

2.1 This policy applies to all current and future applicants, students, faculty and staff.

## **3 Definitions**

## **4 Policy and Procedure Statements**

### **4.1 Equal Employment Opportunity**

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

## **5 Additional References**

## **6 Authority**

Americans with Disabilities Act of 1990, as amended (42 U.S.C. 12101, et seq.)

Title II, Civil Rights Act of 1964, as amended (42 U.S.C. 2000a, et seq.)

Title VI, Civil Rights Act of 1964, as amended (42 U.S.C. 2000d, et seq.)

Title VII, Civil Rights Act of 1964, as amended (42 U.S.C. 2000e, et seq.)

Title IX, Education Amendments of 1972 (20 U.S.C. 1681, et seq.)

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.)

Title II, Genetic Information Nondiscrimination Act of 2008 (PL 110-233)

Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212 et seq.) N.C.G.S. Chapter 126, art. 8, N.C.G.S. §§ 95-241, , 126-82, 126-85, 168A-3, 168A-5, and 168A-10; 25 NCAC 01J .0600; 25 NCAC 01J .1100-.1300

## **7 Contact Information**

Office of Equity, Diversity and Compliance, 828-262-2144

## **8 Original Effective Date**

October 1, 2011

## **9 Revision Dates**

June 25, 2012