



**COLLEGE OF ENGINEERING, SCIENCE, TECHNOLOGY AND  
AGRICULTURE  
and 1890 LAND-GRANT PROGRAMS**

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**MEMORANDUM**

**TO:** Central State University Land-Grant Extension Employees

**FROM:** Alton B. Johnson, Ph.D.  
Dean and Director of Land-Grant Programs

**DATE:** September 6, 2019

**SUBJECT:** Annual Equal Opportunity, Affirmative Action, and Non-Discrimination Statement

Central State University, an 1890 Land-Grant Institution, is a diverse community of people, world views and unique life experiences. Our land-grant programs, along with The Ohio State University Extension (our respective partner institution) are deeply committed to diversity, equal opportunity, affirmative action, and non-discrimination. This commitment extends to all faculty and staff employment decisions, as well as providing open and inclusive access to every Ohio community member seeking to participate in our educational programs and activities.

Under Title VI and Title VII of the 1964 Civil Rights Act, as amended, and various other federal and state laws and university policies, as well as our personal and organizational beliefs and values, the University does not tolerate discrimination, harassment, reprisal or retaliation on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, marital or family status, military status, national origin, political beliefs, religion, sex, sexual orientation, or veteran status and is an Affirmative Action/Equal Opportunity institution.

As Dean and Director of the Land-Grant Programs, I will inform all students, faculty, staff, program participants, and business partners that the University does not tolerate maltreatment, marginalization or exclusion within our community, and will actively support all campus efforts to prevent discrimination, harassment, inequality, reprisal or retaliation. Incoming students, new employees, board members and volunteers are informed of their equal opportunity and access rights during orientation programs, and all other employees are required to complete an approved training program on discrimination and harassment prevention and response every two (2) to three (3) years, depending on their job and supervision responsibilities. Moreover, the "And Justice for All" posters will be prominently displayed at all Extension program and activities, and in our administrative offices and other public places throughout campus.

In furtherance of these commitments:

- All Extension employees will take affirmative action by making efforts to increase the participation of traditionally underserved groups to promote access and equal opportunity to participate in Extension programs.
- All Extension employees will promote equal opportunity by actively identifying and remedying barriers to progression in employment and participation by all community members in our programs and activities.
- All Extension employees will provide reasonable accommodations to employees and program participants with disabilities.
- All Extension employees will take allegations of discrimination seriously and Extension administration will respond promptly and effectively to reports of discrimination, harassment, reprisal or retaliation.
- All Extension employees will expect a working and learning environment free from unlawful discrimination, including harassment, and sustain a climate that values diversity and fosters inclusion.
- All Extension employees will comply with state and federal legislation and university policies and regulations on non-discrimination and civil rights laws, equal opportunity and affirmative action, and diversity.

For Central State University Extension's Equal Opportunity and Affirmative Action policy, and related equal opportunity and non-discrimination policies and diversity resources, please go to: <http://www.centralstate.edu/academics/cse/agriculture/index2.php?num=51>

The Ohio State University Extension, our partner institution, provides information on equal opportunity and non-discrimination policies on their institution's website at:

<https://equity.osu.edu/sites/default/files/policy110-non-discrimination-notice.pdf?t=201411516322>

For USDA-NIFA civil rights and equal employment resources, please go to:

<https://nifa.usda.gov/civil-rights-equal-employment-opportunity>