

Policy No. 607

Area: Human Resources

Adopted: May 14, 1999

Certified By: _____

*Original signature on file in
Office of General Counsel*

Curtis Pettis
Vice President for Administration and
Finance

Revisions Approved: February 3, 2023

**SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY, SEXUAL HARASSMENT,
AND THE AMERICANS WITH DISABILITIES ACT**

Central State University is committed to providing a living, learning, and working environment that is equitable, inclusive, and free from discrimination, harassment, and retaliation.

Scope: This Policy applies to employees, students, applicants, volunteers, vendors, independent contractors, and other stakeholders

Provisions:

Title VII and the Americans with Disabilities Act (ADA) are federal laws that prohibits discrimination on the basis of sex, inclusive of sexual harassment, and provides equal opportunity and protections in several areas, including employment. The Americans with Disabilities Act (ADA) prohibits discrimination against people with disabilities in several areas, including employment.

Americans with Disabilities Act (ADA)

The ADA prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to programs and services. It also protects the rights of employees and applicants.

Equal Employment Opportunity:

Central State University, an 1890 Land-Grant Institution, is committed to providing access and opportunity for employment regardless of race, creed, color, national or ethnic origin, ancestry, religion, sex, disability, age, marital status, sexual orientation, gender identity, genetic information, and military or veteran status in accordance with local, state, and federal laws.

Sexual Harassment

Sexual harassment is conduct on the basis of sex, occurring in the United States, that satisfies one or more of the following:

- An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity

If an individual covered under the scope of this policy believes that discrimination occurred concerning their interaction with a university employment policy, procedure, or practice, including sexual harassment, a process has been established to file a complaint. The process for filing a complaint can be found in Section 607.1.

Information obtained through the complaint process is considered confidential. Every effort will be made by the University to protect the confidentiality of the parties to the extent possible during the process of complaint& investigation.

Central State University takes matters concerning allegations of discrimination seriously. If an employee is contacted concerning a complaint investigation, the employee must submit to the investigation. If an employee fails to submit to the investigation, the employee could be subject to disciplinary action up to and including discharge/termination. If an employee files an erroneous complaint, the employee could be subject to disciplinary action up to and including discharge/termination.

Retaliation against an employee, other individual or stakeholder who has filed a complaint or is found to have violated this policy is strictly prohibited. A charge of retaliation constitutes a separate and distinct claim.

An allegation of misconduct that falls outside the scope of this policy may be addressed through other University policies and rules, including the Student Code of Conduct, collective bargaining agreements, and Human Resources policies. This Policy is designed to comply with applicable laws and regulations. The University reserves the right to modify or deviate from this Policy, when, in its sole discretion, the University determines it is necessary to protect the rights of the parties or to comply with the University's legal obligations.