

ANNUAL NOTICES 2024 - 2025

See the necessary notices, reports, and extra resources for the topic areas listed below.

NOTICE OF NONDISCRIMINATION

Effective Date: August 1, 2024

As required by the Department of Education 2024 Title IX Final Rule.

Fayetteville State University seeks to comply with all federal, state, and local laws, regulations, and ordinances prohibiting discrimination in post-secondary education institutions. The University does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of actual or perceived protected characteristic under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process within the University, or other agency. The University will promptly and effectively address allegations of discrimination of which it has Knowledge/Notice using the Nondiscrimination Procedures.

The University has adopted grievance procedures for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator, alleging sexual harassment prohibited by Title IX or the Title IX regulations. The University must not impose disciplinary sanctions under Title IX on any person unless it determines at the conclusion of grievance procedures that sex discrimination for which the person was responsible has occurred.

Non-Discrimination Policies

Fayetteville State University believes in fostering respect and dignity for all members of our community. The Office of Risk and Compliance monitors the University's compliance with the requirements of federal and state non-discrimination laws, including but not limited to: Titles VI and VII of the Civil Rights Act and the Americans with Disabilities Act.

[404. Policy Statement on Non-Discrimination](#)

[405. Prohibited Sexual Conduct \(Incidents Occurring on or Before August 13, 2020\)](#)

[406. Prohibited Sexual Conduct \(Incidents Occurring on or After August 14, 2020\)](#)

[407. Sexual Harassment](#)

[408. Title IX](#)

[409. Unlawful Discrimination, Harassment, and Retaliation](#)

[410. Unlawful Workplace Harassment](#)

Title IX

Fayetteville State University is committed to fostering safe and respectful university environments that better protect students, faculty, staff, and visitors from incidents of sex-based discrimination. Title IX prohibits sex discrimination in all university programs, services and benefits. Sexual harassment is a form of discrimination. The University strongly encourages reporting of sex discrimination.

[Reporting Intake Form](#)

[Prohibited Sexual Conduct Policy](#)

[Complaint Resolution Procedures](#)

Reporting Potential Misconduct

Please use the [Reporting Intake Form](#) to report a potential violation of the University Non-Discrimination policies.

Non-Retaliation Statement

Fayetteville State University is committed to protecting individuals who report concerns. Reporting suspected violations of law, policies or regulations is a protected activity. University policy prohibits retaliation against an individual who reports discrimination or harassment in good faith. Any materially adverse action (including intimidation, threats, or coercion) taken against an individual because the individual reported a concern constitutes retaliation and is strictly prohibited.

Clery Compliance

The Clery Act requires institutions of higher education that receive federal student aid funds, including Fayetteville State University, to prepare, disclose and publish campus crime statistics, security policies and safety information communicated to students, faculty, staff and visitors.

- University Police Department Clery Compliance Information
- 2023 Annual Security and Fire Safety Report

Immunizations Requirements

North Carolina public law requires that you submit proof of your immunizations to Student Health within 30 days of the first day of class at Fayetteville State University. The North Carolina Department of Health and Human Services can answer your questions about this proof of immunization requirement. FSU Student Health can assist students with obtaining their immunization records.

[Student Health Services \(uncfsu.edu\)](https://uncfsu.edu)

If you do not provide proof of immunization, North Carolina public law requires Fayetteville State University to drop you from all classes. Failure to comply will result in a hold on your account. You will not be able to attend class or register for future classes until proof of compliance is provided. You may upload your immunization record to Patient Portal at <https://uncfsu.medicatconnect.com/> by using your FSU E-mail credentials. Please contact Student Health if you have questions about the Patient Portal.

Drug Free Workplace and Campus

Illegal drugs endanger the health and safety of members of the University community and imperil the integrity of the pursuit of learning and working. The University is committed to education, counseling, rehabilitation and elimination of illegal drugs.

- [Policy Illegal Drugs](#)
- [Drug And Alcohol Education, Screening and Counseling Program for Intercollegiate Athletes](#)
- [Substance Use Services](#)
- [2024-2025 Annual Notice: Drug-Free Campus and Workplace](#)

Family Educational Rights and Privacy Act (FERPA)

The Family Educational Rights and Privacy Act (FERPA), a federal law, and its corresponding regulations give students certain rights to privacy of their education records and rights of access to their education records.

[FERPA at Fayetteville State University \(uncfsu.edu\)](https://uncfsu.edu/ferpa)

Student Consumer Information

The U.S. Department of Education requires schools to provide consumer information to ensure fairness and transparency for all higher education consumers. The Fayetteville State University consumer information website serves as a centralized hub for accessing important information regarding various aspects of our university.

[Fayetteville State University Consumer Information \(uncfsu.edu\)](https://uncfsu.edu/consumer)

Code of Student Conduct

The University reserves the right to take necessary and appropriate action to protect the safety and well-being of its campus community. This Code applies to all undergraduate and graduate students as defined below. The University's jurisdiction and conduct processes shall be limited to behavior which occurs on University premises, at University sponsored events or at other off-campus locations if the conduct adversely affects the University community and/or the pursuit of its objectives as determined by University officials. A student whose conduct has been found to be in violation of established University policies and regulations may also be subject to appropriate actions by individual University offices which may or may not give rise to a formal charge under the Code. In addition, an incident may result in criminal or civil charges and University disciplinary action.

Unless otherwise provided by law, University disciplinary proceedings and court proceedings may occur concurrently. University proceedings, investigations, and resolutions shall be prompt, fair, and impartial. The University also reserves the right to dismiss any student prior to his or her enrollment by rescinding that student's admission, without a hearing, upon a finding of cause to do so. Such a finding shall be an administrative decision rendered by the Provost or the Vice Chancellor for Student Affairs or his or her designee.

Free Speech

FSU cultivates a campus environment in which our students, faculty, and staff are empowered to express competing ideas. The University complies with all federal and state laws and university policies regarding free speech and campus events.

[Freedom of Speech at Fayetteville State University \(uncfsu.edu\)](#)

[University Policies Related to Free Speech on Campus](#)

Human Trafficking

Fayetteville State University opposes human trafficking in any form. Human trafficking is illegal and therefore subject to prosecution and other penalties under both North Carolina and federal law and regulations. The U.S. Government has a zero-tolerance policy regarding Government employees, contractor personnel or their agents engaging in any form of trafficking in persons. University employees are expected to report any activity involving human trafficking.

<https://www.ed.gov/human-trafficking>

Copyright Infringement

Unauthorized distribution of copyrighted work, including downloading and peer-to-peer file sharing of such material, is a form of copyright infringement. Fayetteville State University strictly prohibits copyright infringement. Any student, staff or faculty who engages in copyright infringement may be subject to civil and criminal liability and discipline by the University.

[Unauthorized Distribution of Copyrighted Work \(Copyright Infringement\)](#)

Misuse of State Property

Employees of the State of North Carolina are required by law to report to their immediate supervisor any information or evidence of an attempted arson, or arson, damage of, theft from, or theft of, or embezzlement from, or embezzlement of, or misuse of, any state-owned personal property, buildings or other real property as soon as possible, but not later than three (3) days from receipt of the information or evidence.

[Misuse of State Property](#)

Political Activities

Each member of the university community has the right to freely express his/her views on any subject, including advocacy for/against candidates for public office. However, in exercising these rights, the resources of the university cannot be used. Engagement in political activities by employees should be conducted independent of their employment and at times when such activity does not interfere with employment. If an employee seeks to be a candidate for office or seeks to serve in office, there are strict timelines and a petition to receive permission.

[Political Activities Candidacy for Elective Office Holding Elective or Appointive Public Office](#)

Voting in North Carolina

The North Carolina State Board of Elections (SBOE) has approved the use of NC State University's student and employee identification cards for voting identification purposes. The SBOE requires the below information sheet to be provided to our students and employees. For more information, see the information below.

[Infosheet: Voting as a College Student in North Carolina \(PDF\)](#)

[North Carolina Voter Registration and Voting Information](#)

[Register and Vote in Your State](#)

[National Mail Voter Registration Form](#)

Constitution Day

September 17 is Constitution Day and Citizenship Day (Constitution Day). This day commemorates the September 17, 1787 signing of the United States Constitution. The University provides educational programming about the U.S. Constitution for its students on September 17.

<https://www.archives.gov/news/topics/constitution-day>