



ANNUAL MANDATORY TRAINING

2025-2026

The Office of Risk and Compliance
Division of Legal, Audit, Risk and Compliance

NON-DISCRIMINATION STATEMENT

Fayetteville State University is committed to equality of educational opportunity and employment and **does not discriminate against applicants, students, or employees based on race, color, national origin, religion, sex, gender identity, sexual orientation, age, disability, genetic information or veteran status.**

UNC SYSTEM EQUALITY POLICY

The University of North Carolina Board of Governors adopted Section 300.8.5 of the UNC Policy Manual, Equality Within the University of North Carolina, on May 23, 2024, to reaffirm the University's longstanding to nondiscrimination, equality of opportunity, institutional neutrality, academic freedom, and student success.

Nondiscrimination in Employment Practices & Educational Programs and Activities.

The University of North Carolina's employment practices and provision of educational programs and activities *shall continue to comply with federal and state law prohibiting discrimination and harassment of members of protected classes.*

INSTITUTIONAL NEUTRALITY

- The University is committed to principled neutrality.
- The University must remain neutral and shall not take a position or express an opinion on matters involving contemporary political debates, social actions, views on social policy, or political controversies.
- The Policy is not intended to stray into areas of free expression, academic freedom, and student-led activities.

ETHICAL CONDUCT

Fayetteville State University is committed to maintaining the highest ethical standards in its academic and administrative operations and in promoting such standards among its administrators, faculty, staff, and students.

The University expects all members of the University community to execute their duties and responsibilities with the highest level of integrity, objectivity, and prudence, avoiding acts or the appearance of acts that may be interpreted as improper or unethical.

University employees are expected to be knowledgeable of the policies, regulations and laws that govern the conduct of University employees as such applies to accountability and ethical conduct.

[EthicalConduct08-11.pdf \(uncfsu.edu\)](#)



UNIVERSITY STANDARDS

Fayetteville State University is committed to providing an educational and employment environment that is free from discrimination based on protected characteristics, harassment, and retaliation for engaging in protected activity.

The University has developed policies and procedures that provide for the prompt, fair and impartial resolution of reports of protected characteristic discrimination, harassment, and retaliation.

Fayetteville State University strives to balance the rights of the Parties in the resolution process.



NONDISCRIMINATION POLICIES

Fayetteville State University seeks to comply with all federal, state, and local laws, regulations, and ordinances prohibiting discrimination in public post-secondary education institutions, including Title IX.

The University ***does not discriminate*** against any employee, applicant for employment, student, or applicant for admission ***on the basis of any 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 institution or other agency.



NONDISCRIMINATION TEAM

The University has appointed the following offices and/or individual(s), to coordinate compliance with federal, state, and local nondiscrimination laws, regulations and policies.

Discrimination and harassment allegations

The Office of Risk and Compliance

compliance@uncfsu.edu.

[Reporting Intake Form](#)

Sex-based discrimination and sex-based harassment allegations

Title IX Office

Elizabeth Hunt, J.D.

Chief Title IX Coordinator

titleix@uncfsu.edu

[Title IX \(uncfsu.edu\)](http://uncfsu.edu)

uncfsu.edu



DISABILITY & ACCOMMODATIONS

The University will provide reasonable accommodation due to a qualifying disability to ensure individuals have access to the University's education and employment opportunities.

Students should contact [Student Disability Services](#) (linked) for disability-related accommodation.

Employees should contact [Employee Relations](#) for disability-related accommodation.

Allegations of discrimination on the basis of an actual or perceived disability, grievances related to disability status and/or provision of accommodations are addressed using the University's Nondiscrimination Procedures.



NON-RETALIATION STATEMENT

The University strictly prohibits retaliation against individuals for reporting alleged violations of federal law or for cooperating in the University's investigation of alleged violations of federal law.

Retaliation includes threatening, intimidating, or coercive behaviors and materially adverse actions that would deter a reasonable person in the same or similar circumstances from reporting alleged violations of federal law or cooperating in the University's investigation of any such report, even if the behaviors do not ultimately have that effect.



PREGNANCY AND RELATED CONDITIONS

The University does not discriminate in its employment or education programs or activities based on an individual's current, potential, or past pregnancy or related conditions.

- **Students:** Students experiencing pregnancy or a pregnancy related condition be referred to the Title IX Coordinator by emailing titleix@uncfsu.edu. The Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the University's education programs or activity.
- **Employees:** If you are a pregnant or parenting employee, you may contact the Benefits Service Center at 919-445-1352 or benefits@northcarolina.edu for information and assistance related to pregnancy and parental leave.



PROHIBITED SEXUAL CONDUCT

Fayetteville State University is committed to maintaining a campus environment free of sexual harassment, sexual misconduct, relationship misconduct, and retaliation and to address the University's obligations for responding to complaints of Title IX Sexual Harassment and Retaliation pursuant to the U.S. Department of Education's regulations.

Prohibited Sexual Conduct is defined as Relationship Misconduct, Sexual Harassment and Sexual Misconduct.



CONFIDENTIAL RESOURCES

The professionals below can provide counseling, information, and support in a confidential setting. These Confidential Resources will not share information about an individual (including whether that individual has received services) without the individual's express permission, unless there is a continuing threat of serious harm or a legal obligation to reveal such information (*e.g.*, suspected abuse or neglect of a minor).

Student Health Services

- Phone: 910-672-1259
- Location: Spaulding Building
- healthservices2@uncfsu.edu

Counseling and Personal Development Center

- Phone: 910-672-1222
- Location: Spaulding Building
- counselingservice@uncfsu.edu



MANDATED REPORTERS

Any (non-confidential) employee who has the following authority or responsibility is considered a mandated reporter and is obligated to notify the Title IX Coordinator.

- **Authority** to take corrective action on behalf of the University.

OR

- Responsibility for **administrative leadership, teaching, or advising** in the University's education programs or activities.



DUTY TO REPORT

Mandated Reporters **must promptly report** all known details of actual or suspected discrimination, harassment, and/or retaliation to appropriate officials immediately.

The University may offer supportive measures as the result of such disclosures, regardless of whether an individual files a complaint and/or requests formal University action.

Complainants should consider whether they share personally identifiable details with Mandated Reporters, as those details must be shared with the Chief Title IX Coordinator. Mandatory reporters are encouraged to inform potential complainants of their duty to report.



REPORTS AND COMPLAINTS

Reports or Complaints of discrimination, harassment, and/or retaliation may be made using any of the following options:

Give written or verbal Notice directly to any member of the Nondiscrimination Team.

Anonymous Notice is accepted.

Anonymous Notice may limit the University's ability to investigate, respond, and provide remedies. It may not be possible to provide supportive measures to Complainants who are the subject of anonymous Notice.



*Thank you for doing your part to
make our campus a safe and
supportive place for everyone.*