



## **ANNUAL NOTIFICATIONS**

### **2025-2026**

The annual policy notification process provides the campus community with regular reminders about important policies that impact faculty, staff, and students. The Office of Risk and Compliance distributes other policy notifications throughout the year via mass emails. Audiences and senders vary by policy/message.

Fayetteville State University Compliance Annual Notice provides guidance on applicable policies, regulations, and legal requirements. If you have any questions or require assistance, please contact the appropriate department or division for support.

#### **THE OFFICE OF RISK AND COMPLIANCE**

Fayetteville State University is committed to cultivating a professional learning community where all faculty, staff, and students feel secure, valued, and respected. The Office of Risk and Compliance supports the University commitment by providing resources, training, and oversight to ensure a safe, accessible, equitable and welcoming University community.

Compliance at Fayetteville State University represents a fundamental element of the institution's success. Our expectation is that all members of the community act in an ethical manner and promote a respectful and supportive working and learning environment.

#### **ACCESSIBILITY, ACCOMMODATIONS & MODIFICATIONS**

It is the policy of Fayetteville State University to provide reasonable accommodation to qualified employees and students with disabilities and to afford them an equal opportunity to participate in and enjoy the benefits of the university courses, programs, services, and activities. Fayetteville State University also provides reasonable modifications based on pregnancy and religion.

## DISABILITY-RELATED ACCOMMODATIONS

### 1. Employees

Fayetteville State University employees must request disability accommodations through the Human Resources department at (910) 672.1146.

### 2. Students

Fayetteville State University Students must request disability accommodation through Student Disability Services. A modification that does not comply with Student Disability Services requirements and procedures is not considered an approved disability accommodation. Employees should refer students requested medical or disability related accommodation to Student Disability Services.

### 3. Guest and Visitors

Fayetteville State University welcomes all community members to attend, participate and support university programs, activities and events. Individuals who are interested in requesting reasonable accommodations while visiting Fayetteville State University should contact the compliance office of [compliance@uncfsu.edu](mailto:compliance@uncfsu.edu) or 910.672.1043.

### 4. Pregnancy Accommodations

An individual who is interested in requesting a reasonable accommodation or modification due to pregnancy or related conditions should contact the Title IX Office at [titleix@uncfsu.edu](mailto:titleix@uncfsu.edu).

### 5. Religious Observances

The University provides reasonable modifications in accordance with the [Religious Observances](#) policy. The policy authorizes a minimum of two (2) excused absences each academic year for religious observances required by the faith of a currently enrolled student. At least ten (10) calendar days prior to the date of the observance, a student shall complete the Request for Class Absence Due to Required Religious Observance form.

## Report a Concern

To report an accessibility issue, such as discrimination, retaliation, or harassment based on your disability please use the [Reporting Intake Form](#). You may also report a

concern about compliance using Fayetteville State University Ethics Line at 910.672.1400.

## **ACCEPTABLE USE**

Fayetteville State University Acceptable Use policy applies to all Fayetteville State University faculty, staff and students, volunteers, and contractors as well as to all other members of the University Community. The [Acceptable Use](#) Policy provides direction and guidance regarding safe and responsible use of university technology resources.

## **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. In addition, individuals on campus designed as “Campus Security Authorities” are required to complete annual training and to submit information regarding reports of Clery crimes and incidents to the Clery Office in Police and Public Safety.

- [University Police and Public Safety: Clery Compliance Information](#)
- [2024 Annual Security and Fire Safety Report](#)
- [Report Form for Campus Security Authorities](#)

## **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. The [Code of Student Conduct](#) applies to all undergraduate and graduate students. 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 violates University policy 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. Violations may also result in criminal or civil charges and University disciplinary action.

## **CONSTITUTION DAY AND CITIZENSHIP DAY**

Fayetteville State University is dedicated to commemorating the signing of the United States Constitution by providing an educational programming about the U.S. Constitution for its students and employees. The University celebrates [Constitution Day](#) on September 17<sup>th</sup> each year.

## **COPYRIGHT INFRINGEMENT**

Copyright is a federal protection granting authors exclusive rights over their literary works, graphs, pictures, sculptures, architectural work, computer programs, sound recordings, dramatic works, videos, films, and other creative works. Fayetteville State University strictly prohibits copyright infringement. The [Unauthorized Distribution of Copyrighted Work](#) policy applies to all students, staff and faculty. An individual who engages in copyright infringement may be subject to discipline by the University.

## **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](#)
- [2025-2026 Annual Notice: Drug- Free Campus and Workplace](#)

## **FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)**

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

- [Annual Notice of Student Rights 2025-2026](#)
- [FERPA at Fayetteville State University](#)
- [Student Education Records](#)

## **FRAUD, WASTE AND ABUSE**

Fayetteville State University strongly encourages the reporting of any dishonest or improper act by an employee such as those that violate the law, waste money, or endanger public health and safety. North Carolina General Statute § 114-15.1 requires all state agencies, including Fayetteville State University, to report misuse of state property.

When potential violations are reported, all reports are investigated as promptly and discreetly as possible with the facts made available only to those who need to investigate and resolve the matter. North Carolina General Statute §126-84 notes that it is the policy of the state that state employees are free from intimidation or harassment when reporting to public bodies about matters of public concern.

- [Office of Internal Audit](#)
- [North Carolina General Statute § 114-15.1](#)
- [North Carolina General Statute §126-84](#)

## **FREEDOM OF SPEECH**

Sustaining and promoting academic freedom is vital to the mission of Fayetteville State University. The University continually strives to foster free speech in an environment where the members of our community can learn from one another and where all are treated with dignity and respect. Both UNC System and Fayetteville State University policies govern academic freedom at Fayetteville State University.

- [Freedom of Speech at Fayetteville State University](#)
- [University Policies Related to Free Speech on Campus](#)
- [Annual Report on Free Speech and Free Expression Within the University](#)

## **HAZING**

Consistent with the mission, vision, and values of Fayetteville State University, the University is committed to promoting an environment where student participation in student organizations, clubs and athletic teams is free from hazing. Fayetteville State University prohibits hazing by any member of the university community and retaliation against any person reporting hazing or participating in any investigation or disciplinary proceeding involving hazing.

- [University Policy on Hazing](#)
- [Report Hazing Violations](#) (Office of Student Conduct)

- [Hazing Prevention & Authorities](#)
- [Report Form for Campus Security Authorities for Clery Act purposes](#)

## **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.

- [Human Trafficking Hotline Web Chat | National Human Trafficking Hotline](#)
- [U.S. Department of Education: Resources for Combatting Human Trafficking](#)

## **IMMUNIZATION REQUIREMENTS**

North Carolina public law requires that students submit proof of their immunizations to Student Health within 30 days of the first day of class at Fayetteville State University. If you do not provide proof of immunization, North Carolina public law requires you to be dropped from all classes. You will not be able to attend class or register for future classes until proof of compliance is provided.

Fayetteville State University Student Health can assist students with obtaining their immunization records. You may upload your immunization records to Patient Portal at using your FSU E-mail credentials.

- [Immunizations Patient Portal](#)
- [Student Health Services](#)

## **INTERPERSONAL RELATIONSHIPS**

Interpersonal relationships among faculty, staff, and students can create an inherent conflict of interest that affects a student or employee's ability to be objectively supervised, instructed, or evaluated. Some interpersonal relationships among faculty, staff, and students are prohibited (e.g., amorous relationships between student and faculty member). Employees and students are expected to be aware of this policy and to report any relationship that may violate or pose a conflict with this policy.

- [UNC System Policy on Interpersonal Relationships among Faculty, Staff and Students](#)

## **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 days from receipt of the information or evidence, State-owned personal property may include, but is not limited to, motor vehicles, telephones, copies, computers, credit cards and fax machines.

- [Misuse of State Property](#)

## **UNC SYSTEM EQUALITY POLICY**

The UNC System [Equality Policy](#) reaffirms its longstanding commitment to the equality of opportunity in education and employment as a core value. Fayetteville State University is committed to nondiscrimination, equality of opportunity, institutional neutrality, academic freedom, and student success. The University shall continue to ensure that diverse persons of any background, from North Carolina and beyond, are invited, included, and treated equally. The University is committed to student success and the diversity of individual students. The Policy focuses on the content of programming and not the characteristics of the students receiving that support.

Fayetteville State University is committed to institutional neutrality in service to academic freedom. The University does not issue statements or endorsements of ideology, politics, or social commentary. Rather, the University will be the forum in which others may fully debate, but the University itself will not be a participant in that debate. The Policy is not intended to stray into areas of free expression, academic freedom, and student-led activities. Faculty members, while free to speak, must not speak on behalf of the University.

## **NON-RETALIATION STATEMENT**

Fayetteville State University is committed to protecting individuals who report concerns. Reporting suspected violation of law, policies or regulation is a protected activity. Fayetteville State University 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 has reported a concern constitutes retaliation and is strictly prohibited.

## **NOTICE OF NONDISCRIMINATION**

Fayetteville State University believes in fostering respect and dignity for all members of our campus 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: Title VI and VII of the Civil Rights Act and the Americans with Disabilities Act. Any member of the campus community with concerns or questions regarding discrimination, harassment, sexual misconduct should contact the Office of Risk and Compliance.

## **TITLE IX**

Title IX prohibits sex discrimination in all university programs, services and benefits. Fayetteville State University is committed to fostering safe and respectful university environments that better protects students, faculty, staff, and visitors from incidents of sex-based discrimination.

- [Reporting Intake Form](#)
- [404. Policy Statement on Non-Discrimination](#)
- [405. Prohibited Sexual Conduct \(Incidents Occurring On or Before August 13, 2020\)](#)
- [406. Prohibited Sexual Conduct \(Incidents Occurring On or Bedore August 14, 2020\)](#)
- [407. Sexual Harassment](#)
- [408. Title IX](#)
- [409. Unlawful Discrimination, Harassment, and Retaliation](#)
- [410. Unlawful Workplace Harassment](#)
- [Prohibited Sexual Conduct Complaint Resolution Process](#)

## **REPORTING POTENTIAL MISCONDUCT**

Reporting is vital for the integrity of our campus community and ensures that potential misconduct or compliance issues are identified and reported promptly. If you witness behavior that seems unethical, illegal, or inconsistent with our policies, we encourage you to come forward. Reporting these concerns not only helps protect the campus but also ensures a safe and ethical environment for everyone involved. Individuals who are making a



report to the university should provide as much detailed information as possible to allow the university to adequately respond to the matter.

If a situation is an emergency and requires immediate attention, please call Fayetteville State University Police and Public Safety at (910) 672-1775 or (910) 672-1911 on campus. If you are off campus, please contact the local authorities by dialing 911.

## **MANDATORY REPORTING**

Mandatory reporters are those responsible employees who are legally required to report incidents of Prohibited Sexual Misconduct to the Title IX Coordinator. Any nonconfidential employee with responsibility for administrative leadership, teaching, or advising is a mandated reporter.

- [Mandatory Reporter Resources.](#)
- [Resources for Reporting Concerns](#)

## **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](#)

## **PROTECTION OF MINORS ON CAMPUS**

North Carolina generally defines a minor as someone under the age of eighteen (18) who is not married, emancipated, or in the military. Fayetteville State University offers a diverse educational environment of programs and activities which may provide services to minors. The presence of minors, including those of university employees, is subject to University policy. All members of the campus community are responsible for being aware of the presence of minors on campus and contacting the Protection of Minors on Campus Office if there are any questions or concerns about the presence of minors.

- [Early College](#)
- [Visitors in the Workplace](#)
- [Protection of Minors on Campus](#)

## **STUDENT CONSUMER INFORMATION**

The U.S. Department of Education requires schools to provide consumer information about educational programs and the school's success. This information is intended to allow students and families to make good decisions as they select a college, ensuring that the university delivers on the services promised.

- [Fayetteville State University Consumer Information](#)

## **THREAT ASSESSMENT**

Fayetteville State University has established a Threat Assessment Program to respond to situations involving serious threats and acts of violence against Fayetteville State University employees and students. The goal of the Threat Assessment process is to ensure the safety of the campus community.

The Threat Assessment Team serves to identify potential risks of harm and to work constructively and collaboratively with all parties before problems escalate. The team responds to threatening situations to maintain a safe learning, working, and living environment.

- [Threat Assessment](#)

## **VOTING IN NORTH CAROLINA**

The North Carolina State Board of Elections (SBOE) has approved the use of Fayetteville State University student and employment identification cards for voting identification purposes. For more information on the qualifications to vote in North Carolina, photo identification requirements for voting, and voting options, see the information below.

- [Voting as a College Student Info Sheet](#) (SBOE)
- [Registering as a College Student](#) (SBOE)
- [Register and Vote in Your State](#) (U.S. Election Assistance Commission)
- [National Mail Voter Registration Form](#) (U.S. Election Assistance Commission)

Below is a list of each division that can assist you with specific questions or concerns related to their area of responsibility. Each division is equipped to provide guidance and support, so please don't hesitate to reach out to the appropriate contact listed below for assistance.

## **DIVISIONS**

[Office of the Chancellor](#)

[Division of Academic Affairs](#)

[Division of Finance and Administration](#)

[Division of Student Affairs](#)

[Division of University Advancement](#)

[Division of Information Technology Services](#)

[Division of Legal, Audit, Risk, and Compliance](#)

This annual compliance notification is intended for Fayetteville State University faculty, staff and students and is not intended to be used for any other purpose. This restriction is not intended to limit the distribution of public information.

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