

Annual Notices 2026 - 2027

Fayetteville State University Annual Notices provide important information to help students, faculty, staff, and the campus community understand and comply with applicable university policies, state and federal regulations, and legal requirements. Please review these notices carefully. If you have questions or need assistance, contact the department identified within the specific notice.

This annual compliance notification is provided to Fayetteville State University faculty, staff, and students. The information contained herein is intended for general informational purposes and is not exhaustive of all University policies, procedures, standards, or regulatory requirements.

Fayetteville State University reserves the right to amend, revise, or update any policy, procedure, or information referenced in this notification at any time. For the most current version of University policies and procedures, individuals should consult the University's Policies and Procedures website or contact the appropriate department or administrative division.

The Office of Risk and Compliance

The Office of Risk and Compliance supports the University's commitment to fostering a culture of compliance, integrity, and ethical conduct by providing guidance, resources, training, and oversight. All members of the University community are expected to act ethically, adhere to applicable laws and University policies, and contribute to a respectful, inclusive, and supportive learning and working environment.

Compliance is a shared responsibility and an essential component of institutional excellence. The Office of Risk and Compliance is committed to promoting awareness, accountability, and sound decision-making across the University. Through collaboration and a collective commitment to ethical conduct, regulatory compliance, and policy adherence, faculty, staff, and students help strengthen our community, mitigate institutional risk, and advance the University's mission. By working together to uphold these standards, we foster an environment where individuals can learn, work, and thrive.

Accessibility, Accommodations & Modifications

Fayetteville State University provides reasonable accommodation or modification based on disability, pregnancy and religion. 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.

Disability Accommodations for Employees

Fayetteville State University employees must request accommodations through the Human Resources department.

Disability Accommodations for Students

Fayetteville State University Students must request accommodation through Student Accessibility Services. Under the University's policies and procedures request made directly to instructional personnel and outside the Accessibility Disability Services are not considered reasonable accommodation. All employees should refer students who request medical or disability related accommodation to Student Accessibility Services.

Disability Accommodations for 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 or 910.672.1043

Religious Accommodations

An individual who is interested in requesting a religious accommodation should complete the [Nondiscrimination Modifications](#) form and provide information about the type of accommodation being requested and information about the belief, practice or observance.

Title IX Pregnancy Modifications

A student who is interested in requesting modifications due to pregnancy or related conditions should contact the Title IX Office at titleix@uncfsu.edu. These modifications are not accommodations under disability laws and policies. Employees should contact Human Resources.

Clery Compliance

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), Fayetteville State University prepares, publishes, and distributes information regarding campus crime statistics, security policies, and safety procedures to students, faculty, staff, and visitors. These disclosures are intended to promote transparency, enhance campus safety awareness, and provide important information about crime prevention and reporting.

Certain University employees are designated as Campus Security Authorities (CSAs) under the Clery Act. CSAs are required to complete Clery Act training and promptly report information regarding Clery Act crimes and other qualifying incidents to the Clery Compliance Office and the Fayetteville State University Police and Public Safety Department. These reports help ensure the University's compliance with federal reporting requirements and support the safety and well-being of the campus community.

- [University Police and Public Safety: Clery Compliance Information](#)
- [2025 Annual Security and Fire Safety Report](#)
- [Campus Security Authorities Reporting Form](#)

Code of Student Conduct

Fayetteville State University is committed to maintaining a safe, respectful, and supportive learning environment. The University reserves the right to take appropriate action to protect the safety, well-being, and integrity of the campus community. The Code of Student Conduct applies to all undergraduate and graduate students and establishes standards of behavior expected of members of the University community. [Fayetteville State University Student Conduct](#)

Students found responsible for violating University policies, rules, or regulations may be subject to disciplinary action under the Code of Student Conduct. In addition, individual

University offices may impose administrative actions or restrictions based on a student's conduct, regardless of whether a formal disciplinary charge is pursued. Fayetteville State University is committed to ensuring that disciplinary proceedings, investigations, and resolutions are conducted in a prompt, fair, and impartial manner.

The University also reserves the right to revoke or rescind an offer of admission, or otherwise deny enrollment, when circumstances warrant such action. Decisions regarding the rescission of admission shall be made in accordance with applicable University policies and procedures and by the appropriate University official or designee.

Constitution Day and Citizenship Day

Each educational institution that receives Federal funds for a fiscal year is required to hold an educational program about the U.S. Constitution for its students on September 17.

Fayetteville State University is dedicated to commemorating an important day in history: the signing of the United States Constitution by providing an educational programming about the U.S. Constitution for its students and employees.

- [Constitution Day](#)

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. A copyright protects the expression of ideas: therefore, the creative work must be in some tangible form of expression such as a writing, recording, or picture. The 'idea' expressed in copyrighted work is not protected. Fayetteville State University strictly prohibits copyright infringement. Any student, staff, or faculty who engages in copyright infringement may be subject to civil and discipline by the University.

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

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](#)

Drugs and Alcohol Resources

The Center for Counseling and Accessibility Services (CCAS) provides our students with 24/7 access to mental health support, including counseling and referral services. CCAS is open Monday through Friday, 8:00 a.m. – 5:00 p.m. On-call counselors are available evenings, weekends, and holidays.

The University's [Substance Use Prevention Program](#) is housed within the Center for Counseling and Accessibility Services (CCAS). The goal of this program is to increase awareness among students regarding the programs, information, and services available on and off-campus. The comprehensive Substance Use Prevention Program is an attempt to curb alcohol and other drug use and their associated negative consequences. The comprehensive prevention program utilizes evidenced based strategies aimed at:

- Educating and informing the campus community about the impacts of substance use/abuse
- Encouraging students to choose healthier lifestyles and supporting students who choose not to use alcohol and other drugs.

The substance use counseling services offered by Fayetteville State University include individual counseling, group counseling, judicial sanctions, consultations, outreach, partnerships and referral services. The Center for Counseling and Accessibility Services uses eCHECKUP TO GO for online programming. Drug and alcohol education programs are available to the entire campus population with the assistance of [Academic Affairs](#), and [Housing and Residence Life](#).

The Bronco Whole Collegiate Recovery Community (CRC) is a small-sized, recovery-based program, designed to create an inclusive atmosphere for students to give and gain peer support, while fostering lifelong changes in students' lives. The Bronco Whole CRC offers recovery related meetings (i.e., 12-step meetings and SMART recovery) which are facilitated

by a licensed counselor. Participation in the Bronco Whole CRC is free of charge and open to all currently enrolled students. Students can access individual, group, peer recovery support and the Bronco Whole CRC Lounge.

Members of the University community who are aware of individuals with drug problems should make student referrals to the Center for Counseling and Accessibility Services and employee referrals to the Office of Human Resources. The University maintains relationships with outside agencies willing to accept referrals and offers employees assistance through the [State Employees' Assistance Program](#) and [ComPsych](#). Employees can call the confidential ComPsych hotline 1-866-465-8933. Contact the FSU [Employee Assistance Program](#) or the Employee Relations Manager at 910-672-1455 for more information.

Disruptive Behavior in the Classroom

The Disruptive Behavior in the Classroom policy enforces the right of all students to receive instruction without interference by disruptive behavior from other students. Students are responsible for knowing and adhering to this policy. [Disruptive Behavior in the Classroom Policy](#) identifies the following behaviors as disruptive:

- Failure to respect the rights of other students to express their viewpoints by behaviors such as repeatedly interrupting others while they speak, using profanity and/or disrespectful names or labels for others, ridiculing others for their viewpoints, and other similar behaviors;
- Excessive talking to other students while the faculty member or other students are presenting information or expressing their viewpoints.
- Use of cell phones and other electronic devices
- Overt inattentiveness (sleeping, reading newspapers)
- Eating in class (except as permitted by the faculty member)
- Threats or statements that jeopardize the safety of the student and others
- Failure to follow reasonable requests of faculty members
- Entering class late or leaving class early on regular basis
- Others as specified by the instructor.

The instructor may take the following actions in response to disruptive behavior. Students should recognize that refusing to comply with reasonable requests from the faculty member is another incidence of disruptive behavior.

1. Direct the student to cease disruptive behavior.

2. Direct the student to change seating locations.
3. Require the student to have an individual conference with the faculty member. At this meeting, the faculty member will explain the consequences of continued disruptive behavior.
4. Dismiss class for the remainder of the period. (Must be reported to department chair.)
5. Lower the student's final exam by a maximum of one-letter grade.
6. File a complaint with the Dean of Students for more severe disciplinary action.

Students who believe the faculty member has unfairly applied the policy to them may make an appeal with the faculty member's department chair/school associate dean.

Electronic Mail

The [Electronic Mail Policy](#) is to ensure the appropriate use of Fayetteville State University's (University) electronic mail system. Electronic mail (e-mail) is a tool provided by the University to complement traditional methods of communication and to improve education and administrative efficiency. University students and employees have the responsibility to use this resource in an efficient, effective, ethical, and lawful manner. Use of the University's e-mail system evidences a student's or employee's agreement to be bound by this Policy. Violations of this Policy may result in restriction of access to the University's e-mail system and/or other appropriate disciplinary action.

Fayetteville State University is not responsible for issues related to notifications that are not deliverable due to full mailboxes. Inquiries or requests from personal email accounts are not assured of a response.

Family Educational Rights and Privacy Act (FERPA)

The Family Educational Right 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.

- [Annual Notice of Student Rights 2026-2027](#)
- [FERPA at Fayetteville State University](#)

Fraud, Waste and Abuse

Any dishonest or improper act by an employee such as those that violate the law, waste money, or endanger public health and safety, are of concern to Fayetteville State University. In addition, 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](#)
- [Ethics Helpline Alert](#)
- [North Carolina General Statute § 114-15.1](#)
- [North Carolina General Statute §126-84](#)

Fraud and Abuse Reporting

Any dishonest or improper act by an employee such as those that violate the law, waste money, or endanger public health and safety, are of concern to FSU. In addition, North Carolina General Statute § 114-15.1 requires all state agencies, including FSU, to report misuse of state property.

The FSU Ethics Helpline Policy protects employees who have reported suspected criminal activity in good faith from retaliation. Additionally, 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. [North Carolina law](#) prohibits retaliation against employees who, in good faith, report unethical activity. **To report suspected fraud, waste, or abuse of University resources you may:**

- Report it to your supervisor: Alert those in your chain of supervision and give them a chance to solve or resolve it.
- Report it to Internal Audit: Ethics Helpline, at [\(910\) 672-1400](#).

Freedom of Speech and Expression

The University of North Carolina System is dedicated to the discovery, creation, transmission, and application of knowledge to address the needs of individuals and society. Carrying out this mission requires that FSU, as a UNC System constituent institution, cultivate a campus environment in which our students, faculty, and staff are empowered to express competing ideas. We cannot benefit from each other's knowledge or rigorously test our own without open discussion and inquiry.

Our mission also promises respect for diversity and a commitment to life-long learning, and professional development for faculty, staff, and students. Our First Amendment obligation not to restrict offensive and hateful speech does not mean such speech is worthy or welcome. FSU reserves its right to publicly condemn words or acts of intolerance and commits to protecting the speech of members of our community who choose to do the same.

- [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](#) (The University of North Carolina System)

Hazing

Consistent with the mission, vision, and values of Fayetteville State University, the university is committed to promoting an environment where students' 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](#)

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](#)

Illegal Peer to Peer Sharing

Illegal file sharing of copyrighted material through peer-to-peer (P2P) applications or other methods is a serious violation that may result in university disciplinary action, as well as civil and criminal penalties. Fayetteville State University students, faculty, and staff are expected to respect the intellectual property rights of others and comply with all applicable copyright laws. Music, movies, videos, software, games, and other digital content are often protected by copyright and generally may not be shared through peer-to-peer file-sharing applications or other unauthorized means.

In addition to legal concerns, file-sharing applications can expose your computer and personal information to significant security risks. Sensitive data, such as Social Security numbers, financial information, health records, research data, and other confidential information, may become accessible to unauthorized individuals. Downloading files from untrusted sources can also introduce malware, ransomware, and other malicious software that may compromise personal devices and the University's network.

Individuals who illegally download, upload, copy, or distribute copyrighted materials, whether intentionally or unintentionally, may face legal action, financial penalties, and criminal prosecution. Consequences can include substantial fines, personal financial liability, and, in some cases, imprisonment. Fayetteville State University encourages all members of its community to use legal and authorized sources for accessing and sharing digital content.

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 among Faculty, Staff and Students

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](#)

Involuntary Withdrawal

Fayetteville State University is committed to the safety and welfare of its students and employees while maintaining a campus environment conducive to student learning, academic achievement, and respect for the rights and privileges of all members of its community. To protect members of the University community and preserve the integrity of its learning environment, it may become necessary to involuntarily withdraw or issue an interim involuntary withdrawal of a student who is engaging in behavior that either poses a significant danger of causing imminent physical harm or of directly and substantially impeding the lawful activities of other members of the campus community.

The purpose of the [Involuntary Withdrawal policy](#) is to set forth the conditions and procedures in which a student may be involuntarily withdrawn from the University. This Policy is intended to address serious observable behaviors exhibited by a student regardless of the student's disability status. This Policy should not be used to dismiss socially or politically "eccentric" students who have not otherwise engaged in behavior that poses a danger to others, or which substantially disrupts the campus community or its activities. This Policy represents an administrative process; it is not a disciplinary process.

This Policy is not intended to be punitive and does not take the place of disciplinary action under the Code of Student Conduct or other policies, nor does it preclude the discipline of students because of violations of the Code or other policies. This Policy will be applied in a non-discriminatory manner consistent with applicable federal and state laws prohibiting discrimination based on disability and will be applicable to all University students who are enrolled in any classes at the University.

Micromobility Devies

The purpose of the [Micromobility Devies Policy](#) is to establish requirements for the operation, storage, and charging of lithium-ion powered micromobility devices to reduce the risk of fire, injury, and property damage on University property since lithium-ion batteries present a documented fire and explosion hazard when damaged, overcharged, improperly modified, or stored incorrectly.

Micromobility devices may not be brought into, stored, or charged inside any University building, including:

- Residence halls and apartments
- Academic buildings
- Administrative offices
- Libraries
- Student centers
- Athletic facilities
- Parking decks
- Event facilities

Misuse of State Property

Employees 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. Please see the [Misuse of State Property](#) policy for more information.

Ombudsman

The Ombuds Office provides an independent, confidential environment for faculty, staff, and students to discuss campus-related concerns or problems. Please contact the Ombuds Office to schedule an appointment to discuss any campus-related concern or conflict. Email: ombuds@uncfsu.edu

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](#)

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](#)
- UNC System Policy: [Candidacy for Elective Office; Officeholding \(Elective and Appointive Public Office\)](#)

Reporting Potential Misconduct & Compliance Concerns

Reporting potential misconduct and Compliance Concerns is vital for the integrity of our campus community that any 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.

If you believe that a situation you are wanting to report 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.

Those making a report to the University should provide as much detailed information as possible so that the university can adequately investigate and/or respond to the matter. The University may be limited in its ability to investigate anonymous reports.

Reporting suspected violations of laws, policies, regulations or rules is a protected activity under federal and state laws, as well as University policy. Adverse action taken against an individual because the individual reported constitutes retaliation and is strictly prohibited.

Mandatory Reporters under Title IX are employees who have been given the duty of reporting incident 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](#)

Retaliation

Reporting suspected legal, ethical, or workplace policy violations, including allegations of discrimination, harassment, or retaliation, is a protected activity. Fayetteville State University strictly prohibits retaliation against any individual who, in good faith, reports suspected misconduct, participates in an investigation, or otherwise exercises rights protected by law or University policy. Any act of retaliation is prohibited and may result in corrective or disciplinary action.

Student Consumer Information

The Higher Education Opportunity Act of 2008 (HEOA) requires that universities make available to current and prospective students important information concerning each institution's academic programs, retention rates, graduation rates, crime reports, financial aid procedures and much more in an effort to ensure fairness and transparency for all higher education consumers.

At Fayetteville State University, we believe in transparency and providing our students and their families with comprehensive information to make informed decisions about their education. This consumer information website serves as a centralized hub for accessing important information regarding various aspects of our university.

- [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 to the person or property of the university as possible 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](#)

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.

Any member of the campus community who needs support services, wants to report an incident, or has questions regarding discrimination, harassment, sexual misconduct, to contact the Office of Risk and Compliance.

- [Reporting Intake Form](#)
- [404. Policy Statement on Non-Discrimination](#)
- [406. Prohibited Sexual Conduct](#)
- [409. Unlawful Discrimination, Harassment, and Retaliation](#)
- [410. Unlawful Workplace Harassment](#)
- [Prohibited Sexual Conduct Complaint Resolution Process](#)

Unlawful Discrimination, Harassment and Retaliation

Fayetteville State University is committed to equality of educational opportunity and employment that is free from discrimination based on protected characteristics, harassment, and retaliation. No person, on the basis of protected status, shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, harassment, or retaliation under any University program or activity. This ensures that only relevant factors are considered, and that equitable and consistent standards of conduct and performance are applied.

To ensure compliance, the University has developed this policy and other policies and procedures that provide for the prompt and equitable resolution of reports of unlawful discrimination, harassment, and retaliation. The University values and upholds the equal dignity of all members of its community and strives to balance the rights of all parties in the resolution process.

This policy is not applicable to reports of conduct that meet the definition of Prohibited Sexual Conduct under the Prohibited Sexual Conduct policy. Such conduct will be addressed solely in accordance with the Prohibited Sexual Conduct policy and its Complaint Resolution Procedures.

Voting in North Carolina

The North Carolina State Board of Elections (SBOE) has approved the use of Fayetteville State University's student end 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)

Workplace Violence

Fayetteville State University is committed to promoting a safe and healthy campus environment that is free from violence. Violent acts, whether on-duty or off-duty, affect individual and community physical and mental well-being, employees' ability to perform their jobs, and students' ability to learn.

The purpose of the [Workplace Violence Policy](#) is to outline the prohibited acts of workplace violence reporting responsibilities and the University's efforts to respond appropriately to acts of Workplace Violence. Fayetteville State University (University) is committed to providing a safe working, learning, and living environments for all members of the campus community. Violence, threats, harassment, intimidation, domestic violence, and disruptive behavior will not be tolerated and will be dealt with appropriately. Nothing in this Policy is intended to restrict any rights that would otherwise be protected from government action by the First Amendment of the United States Constitution.

[Workplace Violence Reporting Form](#)

Divisions

Office of the Chancellor

Division of Academic Affairs

(Colleges, Schools and Academic Departments)

Division of Enterprise Operations

(Campus Enterprise, Facilities Management, Human Resources, Information Technology Services)

Division of Finance and Administration

(Accounts Payable, Budget, Payroll, Purchasing and Contracts & Grants)

Division of Legal, Audit, Risk and Compliance

(Risk and Compliance, Internal Audit, Legal Affairs, Ombuds, Police and Public Safety and Title IX)

Division of Student Affairs

(Career Services, Personal Development, Student Engagement, Health Services, and Housing)

Division of University Advancement

(Advancement Services, Alumni Relations, and Development)