

Compliance Alerts! **The University Policy Prohibits Discrimination**

The Fayetteville State University [Statement of Non-Discrimination](#) expresses our commitment to equality of educational opportunity and employment. The University 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. The University's protection of these statuses is grounded in federal law.

The [Unlawful Discrimination, Harassment and Retaliation](#) policy states that 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 Policy provides for the prompt and equitable resolution of reports of discrimination, harassment, and related misconduct.

Examples of Discrimination

- Refusing to provide reasonable accommodations to a student with a disability.
- Assigning a low grade based on the student's religion.
- Refusing to hire an applicant or to promote an employee because of their race.
- Giving an employee a poor performance evaluation based on his or her veteran status.
- Purposefully excluding job applicants over the age of 45 from a candidate pool.
- Firing an employee because they initiate a discrimination complaint.
- Excluding a student with a disability from a class activity due to their disability.

REMEMBER! Members of the campus community may not retaliate against a person who has made a protected disclosure or report under this policy.

What is NOT considered Discrimination?

- Disagreements about supervisory techniques and management styles.
- Disagreements about the assessment of the quality of work or educational performance.
- Actions that are not based on race, sex, national origin, religion, sex, gender identity, sexual orientation, age, disability, genetic information, or veteran status.
- Job-based requirements that are a condition of the work and there is no alternative.

Discrimination Investigations

The Office of Equity is responsible for conducting a neutral, fact-finding investigation of allegations of the complaint. All individuals will be treated equally and will be provided with an equal opportunity to present evidence, witnesses, and their versions. Both parties should set reasonable expectations for the outcome and understand that not all unfair behavior is illegal.

Please report suspected acts of discrimination to the Fayetteville State University Office of Equity using the [Equity Intake Form](#). Contact the Office of Equity for more detailed guidance.