

## Angelo State University Notice of Non-Discrimination

The University is committed to providing and strengthening an educational, working, and living environment where students, faculty, staff, and visitors are free from any form of unlawful discrimination. The University is dedicated to fostering and supporting a culture of mutual respect and communication.

The institution's Non-Discrimination Policy applies to all University students and employees, visitors, applicants for admission to or employment with the University, as well as University affiliates and others conducting business on campus.

The University does not tolerate discrimination or harassment based on or related to sex, which includes pregnancy, race, color, religion, national origin, age, disability, genetic information, protected veteran status, or other protected categories, classes, or characteristics. While sexual orientation and gender identity are not explicitly protected categories under state or federal law, it is the University's policy not to discriminate in employment, admission, or use of programs, activities, facilities, or services on this basis.

Discriminatory behavior is prohibited by this policy, as well as by federal laws such as Title VII, which prohibits discrimination in employment, Title IX, which prohibits discrimination on the basis of sex in education programs or activities, the Pregnancy Discrimination Act, the Equal Pay Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Rehabilitation Act of 1973, the Civil Rights Act of 1991, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Title II of the Genetic Information Non-Discrimination Act, and state laws such as Chapter 21 of the Texas Labor Code. Discriminatory behavior is prohibited regardless of the manner in which it is exhibited, whether verbally, in writing, by actions, or electronically displayed or conveyed.

The University expects all members of the University Community to comply with the law. Members of the University Community who violate University policies and laws may be subject to disciplinary action, up to and including termination of employment, expulsion from the University, or being barred from University premises and events.

The following individuals have been designated to receive reports of discrimination and/or harassment:

CONTACT	PHONE	ADDRESS	EMAIL
Kurtis Neal, Director of Human Resources  Office of Human Resources	325-942-2168	East Office Annex  ASU Station #11009 San Angelo, TX 76909	<a href="mailto:Kurtis.neal@angelo.edu">Kurtis.neal@angelo.edu</a>
Managing Director  Office of Equal Opportunity	806-742-3627	TTU System Administration Building, 1508 Knoxville Ave., Suite 208  Office of Equal Opportunity Texas Tech University System Box 1073 Lubbock, TX 79409	<a href="mailto:ceo@ttu.edu">ceo@ttu.edu</a>

The following individual has been designated to receive reports of discrimination and/or harassments from or involving students:

CONTACT	PHONE	ADDRESS	EMAIL
Michelle Boone, Director of Title IX Compliance/Title IX Coordinator	325-486-6357	Mayer Administration Building, Room 204  Office of the President ASU station #11047 San Angelo, TX 76909	<a href="mailto:michelle.boone@angelo.edu">michelle.boone@angelo.edu</a>

Angelo State University's Non-Discrimination and Anti-Harassment Policy and Compliant Procedure for Violations of Employment and Other Laws along with the university's policy on Sexual Harassment, Sexual Assault, Sexual Misconduct, and Title IX may be found at [www.angelo.edu/opmanual](http://www.angelo.edu/opmanual). In addition to the above mentioned individuals, inquiries regarding the application of Angelo State's Non-Discrimination policies may also be made to:

CONTACT	PHONE	ADDRESS	EMAIL
United States Department of Education: Office of Civil Rights	800-421-3481	400 Maryland Ave. SW Washington, DC 20202-1100	<a href="http://www.ed.gov/ocr">www.ed.gov/ocr</a>

For more information on Angelo State University's Non-Discrimination and Anti-Harassment Policy visit: <http://www.angelo.edu/opmanual/>.