



NOTICE OF NON-DISCRIMINATION

Cleveland State University is committed to building an inclusive community that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity and mutual respect among its members; and encourages each individual to strive to reach their own potential. To this end, the University embraces human diversity and is committed to equal access, equal opportunity, affirmative action, and eliminating discrimination. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law.

The University administration, faculty, staff, students, and volunteers are responsible for assuring that the University maintains an environment for work, study and participation in University programs, services and activities free from discrimination/harassment. Discrimination/harassment in the workplace or the educational environment is unacceptable conduct and shall not be tolerated. The University is committed to maintaining an educational and work climate for administrators, faculty, staff, students, and volunteers that is positive and free from all forms of discrimination/harassment.

The University prohibits discrimination/harassment toward individuals of the University community on the basis of race, sex (including pregnancy), religion, color, age, national origin, veteran and/or military status, genetic information, ancestry, political affiliation, or disability and discrimination/harassment toward individuals for other reasons such as sexual orientation, gender identity and/or expression, marital status or parental status. The University will conduct its programs, services and activities in accordance with applicable federal (including Title IX of the Educational Amendments of 1972), state and local laws, regulations and orders and in conformance with University policies. The University will not tolerate discrimination/harassment of its administrators, faculty, staff, students, volunteers and by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

All aspects of the employment relationship, including recruitment, selection, hiring, training, professional development, managerial practices, tenure, promotion, compensation and separations, are administered in accordance with this policy. Moreover, all policies and procedures applicable to employees, students, and volunteers shall be administered in accordance with this policy.

The University will respond promptly to all complaints of discrimination. All complaints of discrimination shall be referred to the Office for Institutional Equity, including claims of sexual harassment and discrimination. Retaliation against anyone because they made a complaint or served as a witness or otherwise engaged in activity protected by this policy is also prohibited by this policy. The Director of the Office for Institutional Equity serves as the University's Title IX Coordinator. The Office of Civil Rights in the U.S. Department of Education (OCR) is the office that enforces laws that prohibit discrimination based on race, color, national origin, sex, disability and age. Members of the University community may contact OCR to file a complaint or find more information about anti-discrimination laws.

Title IX Coordinator:	Office for Civil Rights (Cleveland Office)
LaJuan Flores, M.Ed., SPHR Director, Office for Institutional Equity AC 236 Telephone: 216-687-2223 Email: ln.flores52@csuohio.edu	U.S. Department of Education 1350 Euclid Avenue, Suite 325 Cleveland, OH 44115-1812 Telephone: 216-522-4970 FAX: 216-522-2573; TDD: 800-877-8339 Email: OCR.Cleveland@ed.gov

Additional Resources:

[Office for Institutional Equity website](#)

[CSU Title IX website](#)

[Office of Civil Rights website](#)