



3344-2-02 Affirmative action, equal access, equal opportunity and non-discrimination/harassment policy statement.

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 his or her 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.

- (A) 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 faculty, staff and students that is positive and free from all forms of discrimination/harassment.
- (B) 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, 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 faculty, staff or students by persons conducting business with or visiting the university, even though such persons are not directly affiliated with the university.
- (C) 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 rule. Moreover, all policies and procedures applicable to employees and students shall be administered in accordance with this rule.

- (D) Any questions of interpretation regarding this rule shall be referred to the office for institutional equity.

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