 SOUTHEAST MISSOURI STATE UNIVERSITY · 1873	BUSINESS POLICY AND PROCEDURE MANUAL	Date Issued: 09/90	Revision Date: 12/14 12/16	Page: 1 of 2
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GENERAL STATEMENT OF POLICY

Southeast Missouri State University is committed to providing a safe, civil and positive learning and working environment for its faculty, staff, students, and visitors, free from discrimination in any form. This policy applies to all members and guests of the University community and prohibits discrimination on the basis of race, color, ethnicity, religion, national origin, sex, sexual orientation, gender identity, age, genetic information, disability, or protected veteran status in any of its programs or activities. Harassment based on any of these classifications is a form of discrimination that also violates University policy and will not be tolerated. In some circumstances, such discrimination may also violate federal and/or state law. Retaliation is also prohibited against anyone who asserts a claim of discrimination, participates in a discrimination investigation, or otherwise opposes unlawful discrimination.

This policy is consistent with the academic mission of the University and with the legal requirements of applicable state and federal laws prohibiting discrimination. These laws include, but are not limited to: Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Missouri Human Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Equal Pay Act, the Rehabilitation Act of 1973, the Vietnam-Era Veterans Readjustment Act, the Genetic Information Nondiscrimination Act of 2008, and all amendments to the foregoing.

Equal Employment Opportunities


The University's nondiscrimination policy and commitment to equal opportunity applies to applicants for employment, to all phases of the employment process, and to all terms and conditions of employment with Southeast.

Access to Educational Opportunities

The University's prohibition against discrimination also applies to admission policies and practices, financial aid programs and to all other aspects of the University's educational programs and activities offered or sponsored by the University, in accordance with applicable law, including the requirements of Title IX of the Education Amendments of 1972, which requires the University not to discriminate based on sex (including sexual harassment and sexual violence) in its education programs and activities.

Questions about the information in this policy or about the application of this policy may be directed to:

Office for Institutional Equity and Diversity
 One University Plaza
 MS3375
 Cape Girardeau, Missouri 63701
 Email: equityissues@semo.edu
 Phone: 573-651-2524

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Office for Civil Rights
1010 Walnut Street, Suite 320
Kansas City, Missouri 64106
Email: OCR.KansasCity@ed.gov
Phone: 816-268-0550
TTY: 877-521-2172

The Vice President for Finance & Administration shall be responsible for issuing and maintaining operating procedures to implement this policy.