

MEMORANDUM

TO: All University Faculty, Staff and Students

FROM: W. Randolph Woodson
Chancellor

SUBJECT: Equal Opportunity and Non-Discrimination

DATE: March 1, 2018

North Carolina State University strives to create a campus culture that values diversity and respects the inherent worth of each member of our community. It is essential that NC State demonstrate its strong position against discrimination, harassment, and retaliation. [NC State's Equal Opportunity and Non-Discrimination Policy \(POL 04.25.05\)](#) provides that discrimination and harassment based on age (40 and over), color, disability, gender identity, genetic information, national origin, race, religion, sex (including pregnancy), sexual orientation or veteran status will not be tolerated. In addition, retaliation against any faculty, staff or student for exercising rights under the policy is prohibited.

As Chancellor, I commit NC State to fulfilling its duties to prevent and address discriminatory actions, not only out of legal obligation, but out of a greater sense of responsibility to the campus. Every employee and student in the university community should endeavor to create an environment free of discrimination, harassment, and retaliation. Anyone who has concerns about possible discrimination, harassment or retaliation should contact a supervisor or manager, the Office for Institutional Equity and Diversity, the Office of Student Conduct, the Human Resources Division or the Office of General Counsel. NC State promptly investigates and addresses complaints of discrimination, harassment and retaliation. When a violation of the policy is substantiated, appropriate corrective action — including possible disciplinary action — will be taken.

In addition to reminding all students, faculty, and staff that NC State will not tolerate discrimination, harassment, or retaliation within our community, I fully support NC State's efforts to prevent discrimination, harassment, and retaliation. Incoming students and new employees are informed of their equal opportunity rights during orientation programs, and all other employees are required to complete an approved training program on discrimination and harassment prevention and response every three (3) years. For more information on this training, please refer to [NC State REG 04.25.06 \(Equal Opportunity, Title IX and Non-Discrimination Training for Employees\)](#). Copies of all equal opportunity-related policies are located on NC State's policy, regulations and rules (PRR) [website](https://policies.ncsu.edu/) (<https://policies.ncsu.edu/>).

For more information specific to NC State's efforts to prevent and address sex discrimination, sexual harassment, and sexual violence, please see my related memorandum on Title IX and Notice of Non-Discrimination and visit NC State's [Title IX website](https://oied.ncsu.edu/titleix/) (<https://oied.ncsu.edu/titleix/>).

NC State's [Office for Institutional Equity and Diversity](https://oied.ncsu.edu/home/) (<https://oied.ncsu.edu/home/>) is a resource on campus dedicated to addressing equal opportunity-related questions or concerns and is authorized to investigate these complaints on behalf of the university.

Thank you for your attention to this important matter and for everything you do to make NC State an exceptional place to "Think and Do."