MEMORANDUM

TO: All University Faculty, Staff and Students

FROM: W. Randolph Woodson, Chancellor

SUBJECT: Equal Opportunity and Non-Discrimination Policy

DATE: August 6, 2012

NC 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 Statement provides that discrimination and harassment based on race, color, religion, creed, sex, gender identity, gender expression, national origin, age, disability, veteran status, genetic information or sexual orientation is a form of discrimination and will not be tolerated.¹

As chancellor, I commit NC State to fulfilling its duties to prevent and address the intolerance and incivility that can lead to discriminatory actions, not only out of legal obligation but out of moral responsibility. Every employee and student in the university community should behave in a manner that contributes to an environment free of discrimination and harassment and should bring concerns about these behaviors to the attention of one’s supervisor, the Office for Institutional Equity and Diversity, Student Conduct, Human Resources or the Office of General Counsel. NC State promptly investigates and addresses equal opportunity complaints, and appropriate disciplinary action will be taken when necessary.

In addition to reminding all students, faculty and staff that NC State will not tolerate discrimination or harassment of any individual within our community, I fully endorse NC State’s discrimination and harassment prevention efforts. As such, incoming students are informed of their equal opportunity rights during orientation programs, and all employees must participate in a workshop related to preventing and responding to discrimination and harassment. Copies of equal opportunity-related policies are located on the university’s policy website (http://policies.ncsu.edu/) and are also available in the offices of one’s dean, Institutional Equity and Diversity, Human Resources, General Counsel and Student Conduct.

NC State’s Office for Institutional Equity and Diversity (http://www.ncsu.edu/oied) is a resource on campus dedicated to addressing equal opportunity-related questions or concerns. Thank you for your attention to this important matter and for everything you do to make NC State an exceptional place to work and to learn.

¹ NC State policies reflect federal and state civil rights laws including but not limited to: Title IX of the Education Amendments, Title VII of the Civil Rights Act, the Americans with Disabilities Act, and the Age Discrimination in Employment Act.

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