1. Policy Purpose Statement

Kennesaw State University (KSU) is committed to maintaining a fair and respectful environment for living, work, and study, in accordance with federal and state law, University System of Georgia (USG) Board of Regents (BoR) policy, and University policy.

2. Background

In accordance with applicable federal and state law, the University System of Georgia prohibits members of the KSU campus community from engaging in any form of prohibited discrimination or protected status harassment (including sexual harassment) and expects individuals to refrain from committing acts of bias within the System’s jurisdiction. KSU follows the USG Board of Regents Non-Discrimination Policy.

3. Scope (Who isAffected)

Every member of the KSU community is expected to uphold this policy as a matter of mutual respect and fundamental fairness in human relations. All members of the faculty, staff, and student body are expected to ensure that nondiscriminatory practices are followed at the University.

4. Exclusions or Exceptions

There are no exclusions or exceptions to this policy.

5. Definitions and Acronyms

**Discrimination**: Decision-making based on race, color, sex (including pregnancy), sexual orientation, gender identity, ethnicity or national origin, religion, age, genetic information, disability, or veteran or military status.

**Discriminatory Harassment**: Unwelcome verbal or physical conduct based on race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, ethnicity or national origin, religion, age, genetic information, disability, or veteran or military status, when it is sufficiently severe, persistent, or pervasive to:

- a. Unreasonably interfere with the individual’s work or educational performance;
- b. Create an intimidating, hostile, or offensive working or learning environment; or
6. Policy

Kennesaw State University prohibits harassment of or discrimination against any person because of race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, gender expression, ethnicity or national origin, religion, age, genetic information, disability, or veteran or military status by any member of the KSU community on campus, in connection with a University program or activity, or in a manner that creates a hostile environment for members of the KSU community.

For additional information or to file a complaint under the provisions of this policy, students, employees, applicants for employment or admission, or other third parties should contact the Office of Institutional Equity, English Building, Suite 202.

Retaliation is prohibited by the Kennesaw State University and by various federal and state laws. Retaliation means any form of intimidation, reprisal, or harassment against an individual because that individual:

- In good faith, reports what she or he believed to be discrimination or harassment based on a protected category (race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, gender expression, ethnicity or national origin, religion, age, genetic information, disability, or veteran or military status);
- Participated or cooperated in an Office of Institutional Equity investigation; or
- Was otherwise associated with an Office of Institutional Equity investigation.

7. Associated Policies/Regulations

KSU’s Non-Discrimination Policy is consistent with the requirements and objectives of Title VI and Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, Executive Order 11246, as amended, the Vietnam Era Veteran’s Readjustment Act of 1974, as amended, the Uniformed Services Employment and Reemployment, the Section 504 of the Rehabilitation Act of 1973, as amended, the Rights Act of 1994, the Americans With Disabilities Act of 1990, as amended, the Genetic Information Nondiscrimination Act of 2008, the Lilly Ledbetter Fair Pay Act of 2009 and the Georgia Fair Employment Act of 1978, as amended. In addition, KSU has implemented an internal policy which prohibits discrimination on the basis of sexual orientation.

8. Procedures Associated with this Policy

The Office of Institutional Equity investigation process and procedures can be reviewed at the following: https://equity.kennesaw.edu/titleix/policies-procedures.php.

9. Forms Associated with this Policy

There are no forms associated with this Policy.

10. Violations
Incidents of harassment and discrimination will be met with appropriate disciplinary action, up to and including dismissal, expulsion, or termination from KSU. University community members found to have engaged in retaliation in violation of the Non-Discrimination Policy will be subject to disciplinary action.

11. Review Schedule

The Office of Institutional Equity will review the Non-Discrimination Policy annually.