

## THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL POLICY STATEMENT ON NON-DISCRIMINATION

The University is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. Consistent with this principle and applicable laws, it is therefore the University's policy not to discriminate in offering access to its educational programs and activities or with respect to employment terms and conditions on the basis of age, gender, race, color, national origin, religion, creed, disability, veteran's status, sexual orientation, gender expression or gender identity.<sup>1</sup> Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied. A copy of the University's EPA and SPA Equal Opportunity Plans are available on the University's website at <http://www.unc.edu/depts/eooada/>.

Any University unit that publishes materials that contain the University's non-discrimination statement should include all bases of non-discrimination (age, gender, race, color, national origin, religion, creed, disability, veteran's status, sexual orientation, general expression and gender identity) in that material, as follows:

*For educational materials:*

The University of North Carolina at Chapel Hill is committed to equality of educational opportunity. The University does not discriminate in offering access to its educational programs and activities on the basis of age, gender, race, color, national origin, religion, creed, disability, veteran's status, sexual orientation, gender expression or gender identity. The Dean of Students (01 Steele Building, Chapel Hill, NC 27599-5100 or 919.966.4042) has been designated to handle inquiries regarding the University's non-discrimination policies.

*For employment materials:*

The University is an Equal Opportunity Employer. The University reaffirms its commitment to equality of opportunity and pledges that it will not practice or permit discrimination in employment on the basis of age, gender, race, color, national origin, religion, creed, disability, veteran's status, sexual orientation, gender expression or gender identity.

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<sup>1</sup> The University's policy prohibiting discrimination on the basis of sexual orientation, gender expression and gender identity does not apply to the University's relationships with outside organizations, including the federal government, the military, ROTC, and private employers.

If you need assistance in reviewing your materials or have additional questions, please contact the Equal Opportunity/ADA Office at 966-3576 or the Office of University Counsel at 962-1219.

Any inquiries regarding the University's non-discrimination policies should be brought to the attention of one of the following administrators, as noted:

Discrimination in  
employment or educational  
programs and activities

University EEO/ADA Officer  
CB# 9160, 100 Pettigrew Hall  
Chapel Hill, NC 27599-9160  
919-966-3576

Discrimination in  
employment

Associate Vice Chancellor for Human Resources  
CB #1000, 300 South Building  
Chapel Hill, NC 27599-3000  
919-962-1554

Academic Personnel Office  
CB# 8000, 218 South Building  
Chapel Hill, NC 27599-8000  
919-843-6056

Discrimination involving  
students

Dean of Students  
CB# 5100, 01 Steele Building  
Chapel Hill, NC 27599-5100  
919-966-4042

Sex discrimination in  
educational programs and  
activities

University Title IX Officer  
CB# 9160, 100 Pettigrew Hall  
Chapel Hill, NC 27599-9160  
919-966-3576

The University's Counseling and Wellness Services (966-3658) is available to provide confidential assistance to students. The University's Ombuds Office (843-8204) is available to provide confidential assistance to employees.

This matter deserves our careful attention and our shared commitment to ensuring the University remains free from discrimination and harassment in all aspects of its activities and operations.

Last revised: June 2008