

Discrimination Policy

HUMAN RIGHTS

The Board of Regents of Oklahoma Colleges in Compliance with Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Section 402 of the Readjustment Assistance Act of 1974, Americans With Disabilities Act, and other federal laws and regulations does not discriminate on the basis of race, color, ethnicity, national origin, sex, age, religion, disability, political affiliation, or status as a veteran in any its policies, practices, or procedures. This includes but is not limited to admissions, employment, financial aid, and educational services.

A grievance procedure has been created to resolve complaints concerning these regulations. An outline of the procedure is available in the Office of Personnel Services and the Office of Student Affairs. The Director of Personnel Services has been designated as the Affirmative Action Compliance Officer and 504 Coordinator.

Student organizations are bound by university policies governing discrimination. All student groups and their associated leadership will be held responsible to ensuring that all members of the NSU community are treated fairly and without discrimination. To insure that student organizations are not participating in discrimination against their members, to the best of the group's abilities, try to be reasonable in the accommodation of potential members, members, and guests who may be different from you and your group in terms of gender, race, disability, etc. These accommodations include but are not limited to:

- Rearranging physical space to accommodate people in wheel chairs
- Rearranging late afternoon events so non-traditional students can also participate in your club and organization.
- Encourage your membership to co-sponsor events and attend programs with groups that are different from yours to gain exposure to new ideas and people, instead of isolating yourselves. Isolation may give the appearance of your group not being open to diversity.
- Use educational opportunities as methods for improving your understanding of those not like you physically, religiously, socioeconomically, ethnically, culturally, cognitively, sexual orientation, etc.
- In the Redmen spirit, try to take the time to think about how you can accommodate those different from you before they show up to join your club or attend your events.
- Be sensitive to the "isms" and phobias such as sexism, racism, homophobia, etc. If bigotry of any kind appears in your organization, have a plan in place where those members' ideas can be challenged through education and exposure either through university sponsored events or within the organization itself. "Isms" left unchecked become possible discrimination or harassment situations. The university cannot and will not tolerate harassment of any kind. Confront it early.
- Do yourself and your group a favor and report harassment of any kind to the university. Students should contact the Office of Student Affairs, 458-2120 or extension 2120. Not reporting this information could hurt your organization/leaders if you know something and a reasonable person

would act on that knowledge and you do not. You may then be liable for the harm that occurs from your inaction.

You should also be aware that Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in educational programs, including extracurricular activities, at educational institutions receiving federal funds unless such programs and activities are specifically exempt from the law.