

Date Passed Senate: 6 April 1999

Date of ESU President's
Approval: 20 April 1999

**EMPORIA STATE UNIVERSITY
FACULTY SENATE**

FSB 98015

**UNIVERSITY POLICY ON EQUAL OPPORTUNITY AND NONDISCRIMINATION
STATEMENT FROM VALUES TASK FORCE**

Date of 1st Reading: 16 March 1999

Date of 2nd Reading: 6 April 1999

Senate Sponsor: Faculty Senate Executive Committee

I. **Purpose:** To formally create the university's policy on equal opportunity and nondiscrimination statement.

II. **Previous Senate Action:** According to [FSR 98013](#), the University Values Task Force would serve "as an ad-hoc committee of the Faculty Senate to consult with the Associated Student Government, the Classified Assembly and the Administration for the purpose of producing a unified statement defining the University's policy on equal opportunity and nondiscrimination and the University Affirmation of Values Statement. The University Values Task Force will deliver the unified statement to the Senate Executive Committee." This bill presents the resulting Policy on Equal Opportunity and the Nondiscrimination Statement developed by the university's Values Task Force and approved unanimously by the Values Task Force, March 8, 1999.

The Values Task Force recommends to the Faculty Senate, the Associated Student Government, and the Classified Assembly that both of the following statements will be considered as a single document and must appear together in appropriate publications. It is requested that legislation include a statement that if offices or phone numbers are changed, they will automatically be updated in all future publications.

III. **Definition of Terms:** None

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UNIVERSITY POLICY ON EQUAL OPPORTUNITY AND NONDISCRIMINATION STATEMENT FROM VALUES TASK FORCE

The University Policy on Equal Opportunity and Nondiscrimination Statement are considered as a single document and must appear together in appropriate publications. Office locations or phone numbers identified in the document will be updated automatically in all future publications if there are changes in the listed locations or numbers.

UNIVERSITY POLICY ON EQUAL OPPORTUNITY

Emporia State University is committed to the principle of equal opportunity in education and employment as defined by law. Accordingly, the University does not discriminate against individuals on the basis of race, religion, color, gender, disability, national origin, ancestry, age, status as a special disabled veteran or qualified veteran of the Vietnam era, or on the basis of any other factor prohibited by law, in its programs, activities, and employment practices, all as required and to the extent specified by applicable laws and regulations.

Any person who has concerns about the application of this policy and federal laws and regulations concerning affirmative action and equal opportunity in education or employment programs and activities should contact the Affirmative Action Officer, 211 Plumb Hall, Emporia State University, Emporia, KS 66801-5087.

Emporia State University is an Equal Opportunity Employer.

NONDISCRIMINATION STATEMENT

Emporia State University values and welcomes the benefits of diversity and pledges to current and prospective students, faculty, staff, and administrators, and the public that we expect and demand the worth and dignity of all people be recognized without regard to any classification that might preclude a person from consideration as an individual. The University regards inappropriate behavior, unfair treatment, or harassment of any individual to be inconsistent with its goals of providing an atmosphere in which students, faculty, staff, and administrators may safely learn, work, and live. Consequently, the university does not tolerate discrimination based on race, color, creed, religion, national origin, ancestry, gender, parental status, marital status, status as a veteran, disability status, age, or sexual orientation in any of its programs, educational opportunities, employment, or activities.

Students who believe they have been discriminated against on the basis of any item set forth in the University Policy on Equal Opportunity or the Nondiscrimination Statement should contact the Vice President for Student Affairs, 316-341- 5267, 323 South Morse Hall, or the Affirmative Action Officer, 316-341-5379, 211 Plumb Hall. Staff, faculty, or members of the public should contact the Affirmative Action Officer, 316-341-5379, 211 Plumb Hall.

Provide comments about this bill to your Division's Senator or to President Judith Calhoun at calhounj@emporia.edu.

Last updated on 29 April 1999.

Provide comments about format to [Dwight Moore](#) at mooredwi@emporia.edu.

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