NONDISCRIMINATION POLICY

Colorado State University does not discriminate on the basis of race, age, color, religion, national origin, gender, disability, sexual orientation, veteran status or disability. The University complies with the Civil Rights Act of 1964, related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veteran’s Readjustment Act of 1974, the Age Discrimination in Employment Act of 1967, as amended. Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, and all civil rights laws of the state of Colorado. Accordingly, equal opportunity for employment and admission shall be extended to all persons and the University shall promote equal opportunity and treatment through a positive and continuing affirmative action program. The Office of Equal Opportunity is located in 101 Student Services. In order to assist Colorado State University in meeting its affirmative action responsibilities, ethnic minorities, women, and other protected class members are encouraged to apply and to so identify themselves.

Admission of students, employment, and availability and access to Colorado State programs and activities are made in accordance with these policies of nondiscrimination.

Any student or University employee who encounters acts of discrimination because of age, race, religion, color, gender, sexual orientation, national origin, veteran status, or handicap either on or off campus is urged to report such incident to the Office of Equal Opportunity of Colorado State University, located in 101 Student Services.

PERSONAL ABUSE POLICY

Abusive treatment of individuals on a personal or stereotyped basis prevents the attainment of the University objective to create and maintain a work and study environment for faculty, staff, and students that is fair, humane, and responsible -- an environment which supports, nurtures, and encourages people to excel on the basis of such relevant considerations as ability, performance, dedication, and diligence. As a special form of personal and stereotyped abuse, sexual harassment includes behavior ranging from unthinking and often unintentional denigration of a person, class, or group on the basis of unsubstantiated stereotyping to actual assault. The University deplores, condemns, and will act energetically to prevent all forms of such abuse.

To assure the fulfillment of this University objective, faculty, staff, and students assist in the prevention of all forms of personal abuse. Administrators and faculty have a heavier responsibility in this regard because of the roles they play in the creation and maintenance of a campus environment conducive to teaching, learning, and creativity.

Incidents of personal abuse, including sexual harassment, should be brought immediately to the attention of the person(s) responsible for the event or activity during which the incidents occur. Such individuals include student leaders, teaching assistants, professors, department heads, deans, and/or other administrators. Those who, for personal reasons, choose not to mention the incidents to the persons having such responsibility are urged to discuss the incidents with the Director of Personnel, Dean of the Graduate School, Vice President for Student Affairs, Office of Equal Opportunity Staff, Provost/Academic Vice President, or President. These reports will be handled in a confidential and responsible manner, with appropriate action taken.