

POLICIES AND REGULATIONS

NONDISCRIMINATION AND HARASSMENT POLICY

Alabama State University is an equal opportunity institution that does not discriminate on the basis of age, race, religion, color, disability, national origin, sex (including pregnancy), sexual orientation, gender identity/expression, marital status and/or veteran or military status in any programs, including admissions or employment. On May 6, 2016, the University's Board of Trustees voted on and approved language concerning our students and discrimination. As a campus community, we do not condone: "Conduct (physical, verbal, graphic, written or electronic) that is 1) unwelcoming to all students; 2) discriminatory on the basis of age, race, religion, color, disability, national origin, sex (including pregnancy), sexual orientation, gender identity/expression, marital status and/or veteran or military status; 3) directed at any individual; and, 4) so severe, pervasive and objectively offensive that a reasonable person, even with the same characteristics of the victim, would be adversely affected to a degree that interferes with his or her ability to participate in or realize the intended benefits of an institutional activity, opportunity or resource."

To file a complaint or for additional information about discrimination and harassment, please contact the Title IX Coordinator, located in C1.64 of the John G. Hardy Student Services Center (334-229-4867). In matters regarding sex discrimination, the University does comply with Title IX of the Education Amendments of 1972.

Information regarding the application of Title IX may be obtained from the Assistant Vice President of Human Resources at 334-229-6747 or the Title IX Coordinator at 334-229-4867.

Regarding students with disabilities, Alabama State University will provide reasonable accommodations for individuals qualifying under the Americans with Disabilities Act (ADA) and other state and federal laws and regulations. This service is dependent upon verifiable student needs.

Students with documented special needs who intend to enroll should contact the Office of Accessibility and Veteran Affairs at 334-229-5127.

PEACEFUL PROTESTS AND FREEDOM OF EXPRESSION AT ASU

As a public institution in the state of Alabama, Alabama State University acknowledges students' First Amendment Rights, as they pertain to religion, expression, assembly, intellectual freedom and the right to petition.

Students are free to exercise and demonstrate these rights (i.e., communication through lawful means; peaceful assembly; speech-making; distributing literature; engaging with the media; hanging of materials and administering petitions), as long as, in accordance with state and federal law, the activity is "lawful and does not significantly and substantially disrupt the functioning of the institution or materially and substantially disrupt the rights of others to engage in or listen to the expressive activities."

Students are encouraged to consult with the Office of Student Life, Division of Student Affairs and Enrollment Management, Public Safety and/or Institutional Advancement, to ensure that any University materials and spaces needed for such activities, are properly secured; and, the safety of students, faculty and staff, whether they are participants or bystanders, is paramount. Those found in violation of this policy, or who prevent students, faculty or staff from exercising their First Amendment Rights, will proceed through the judicial process and be sanctioned accordingly (as outlined in the Student Code of Conduct).

****Source: House Bill 498, Education Policy, 2019.**

GENDER BASED MISCONDUCT POLICY AND RELATED GUIDANCE: TITLE IX AT ASU

Alabama State University is committed to promoting gender equity in employment and education. In cases dealing with sex discrimination, informal mediation is available through the Title IX Coordinator or the Assistant Vice President of Human Resources, depending on the circumstances of the alleged incidents. In the event an individual is not satisfied with the mediation or elects not to pursue the informal process to remedy an alleged discriminatory practice, the student or employee may file a formal grievance. The purpose of the grievance procedure is to facilitate the resolution of a grievance in an orderly and consistent manner as established in the Title IX Grievance Manual of the Office for Civil Rights of the U.S. Department of Education and Alabama State University.

Information regarding the application of Title IX may be obtained from the Assistant Vice President of Human Resources at 334-229-6747 and the Title IX Coordinator at 334-229-4867.

