

# **EQUAL OPPORTUNITY AND** **NONDISCRIMINATION**

**RESPONSIBLE OFFICIAL:** CHIEF HUMAN RESOURCES OFFICER

**EFFECTIVE DATE:** 9/11/2019

**NEXT REVIEW DATE:** PREVIOUS REVIEW PLUS FOUR (4) YEARS – 6/10/2029

**BOARD OF REGENTS REPORTING:** PRESIDENTIAL RECOMMENDATION

## **I. POLICY STATEMENT**

It is the policy of Northern Kentucky University to provide equal opportunities in all university programs, activities, facilities, and employment practices without regard to, or discrimination on the basis of, race, color, disability, religion, gender or gender expression, sexual orientation, age, national origin, marital or pregnancy status, any protected veteran status or military service, or genetic information. This policy applies to all terms of and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

The University expressly prohibits any form of workplace harassment or discrimination based on race, color, disability, religion, gender or gender expression, sexual orientation, age, national origin, marital or pregnancy status, any protected veteran status or military service, or genetic information. Improper interference with the ability of faculty and staff at NKU to perform their job duties may result in corrective action up to and including a recommendation for termination.

University officials will base employment decisions on the principles of equal employment opportunity consistent with local, state, and federal laws. All employment actions will be handled in full compliance with this policy. For specific guidance, please contact the Office of Human Resources.

University officials will ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, as well as any University-sponsored training, education, tuition assistance, and social/recreational programs, will be administered without regard to individuals on the basis of their race, color, disability, religion, gender or gender expression, sexual orientation, age, national origin, marital or pregnancy status, any protected veteran status or military service, or genetic information.

In compliance with federal law, NKU does not retaliate against individuals for a) filing or encouraging one to file a good faith complaint of unlawful discrimination, b) participating in an investigation of unlawful discrimination, or c) opposing unlawful discrimination.

## **II. ENTITIES AFFECTED**

This policy applies to all employees of Northern Kentucky University including faculty, staff, student employees, and people applying for employment at NKU.

### III. AUTHORITY

In addition to being a violation of university policy, discrimination against people based on any of the protected classes outlined in the previous sections is unlawful, in accordance with the following, and other applicable Kentucky statutes and regulations:

- [Title VI](#) and [Title VII](#) of the Civil Rights Act of 1964
- Vietnam Era Veterans Readjustment Assistance Act of 1974 ([VEVRAA](#))
- Section 7 of the Fair Labor Standards Act as amended ([FLSA](#))
- Genetic Information Nondiscrimination Act of 2008 ([GINA](#))
- Uniformed Services Employment and Reemployment Rights Act of 1994 as amended ([USERRA](#))
- [KRS 207.130 through 207.240](#) and [KRS Chapter 344](#)

### IV. DEFINITIONS

**Discrimination** is the unjust treatment of others. It is a behavior based on prejudice.

**Equal Employment Opportunity** establishes a baseline for acceptable practices and behaviors in the workplace. It prohibits discrimination in the workplace.

**Retaliation** includes any adverse employment action or act of revenge against an individual for filing or encouraging one to file a complaint of discrimination, participating in an investigation of discrimination, or opposing discrimination.

### V. RESPONSIBILITIES

All employees, including faculty, staff, student employees, are responsible for adhering to this Equal Opportunity and Nondiscrimination policy and promoting a work environment free of discrimination and/or harassment as outlined in this policy.

All University supervisors must be aware of their individual responsibility to ensure adherence to this policy. Supervisors are expected to read the policy, attend training as needed on the policy, and adhere to and support this policy.

The Office of Human Resources has responsibility for implementing the policy, providing training as needed, and monitoring compliance with the policy.

### VI. TRAINING

Compliance training is provided through the Office of Human Resources.

## VII. REFERENCES AND RELATED MATERIALS

### RELATED POLICIES

[ADA \(Americans with Disabilities Act Accommodation\)](#)

[NKU Title IX](#)

[NKU Faculty Handbook Section 16.11](#)

### REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Minor Revisions to secs. I, III, IV, & VI for Kentucky House Bill 4 ( <a href="#">KY HB4</a> ) Compliance Edits Throughout for Clarity and to Update Links and Formatting	June 10, 2025
Revision & Name Change	September 11, 2019
Policy – Equal Employment Opportunity & Affirmative Action	

# EQUAL OPPORTUNITY AND NONDISCRIMINATION

## PRESIDENTIAL APPROVAL

### PRESIDENT

Signature

*Ashish K. Vaidya*

Date

*7/23/18*

Ashish K. Vaidya

## BOARD OF REGENTS APPROVAL

### BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)

☐ This policy was forwarded to the Board of Regents on the **Presidential Report (information only)**.

Date of Board of Regents meeting at which this policy was reported: \_\_\_\_/\_\_\_\_/\_\_\_\_.

☒ This policy was forwarded to the Board of Regents as a **Presidential Recommendation (consent agenda/voting item)**.

☒ The Board of Regents approved this policy on 9/11/19.  
(Attach a copy of Board of Regents meeting minutes showing approval of policy.)

☐ The Board of Regents rejected this policy on \_\_\_\_/\_\_\_\_/\_\_\_\_.  
(Attach a copy of Board of Regents meeting minutes showing rejection of policy.)

### EXECUTIVE ASSISTANT TO THE PRESIDENT/SECRETARY TO THE BOARD OF REGENTS

Signature

*Bonita Brown*

Date

*9/18/19*

Print Name

Bonita Brown