

# Equal Opportunity and Non-Discrimination Policy

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It is the policy of the State of North Carolina to provide equality of opportunity in education and employment for all students and employees. Educational and employment decisions should be based on factors that are germane to academic abilities or job performance. North Carolina State University (“NC State”) strives to build and maintain an environment that supports and rewards individuals on the basis of relevant factors such as ability, merit and performance. Accordingly, NC State engages in equal opportunity and appropriate affirmative action efforts, provides access through accommodations and adjustments on the basis of disability, religion, and pregnancy, and prohibits discrimination, harassment and retaliation, as outlined in NC State's Equal Opportunity and Non-Discrimination Policy (POL 04.25.05) (<https://policies.ncsu.edu/policy/pol-04-25-05/>).<sup>1</sup>

NC State will promptly, thoroughly and impartially respond to all complaints of Discrimination, Harassment and Retaliation, and will provide accommodations or adjustments on the bases noted.

Any individual with a complaint of Discrimination, Harassment or Retaliation should follow NC State's Discrimination, Harassment and Retaliation Complaint Procedure (REG 04.25.02) (<https://policies.ncsu.edu/regulation/reg-04-25-02/>) and can file a complaint at <https://equalopportunity.ncsu.edu/report-a-concern/>.

Any individual who needs to request an accommodation can do so by connecting to the resources found at <https://equalopportunity.ncsu.edu/accommodations-and-accessibility/>

For more information, please contact:

Office of Equal Opportunity  
231 Winslow Hall  
Box 7530, NC State University  
Raleigh, NC 27695-7530  
Phone: 919.515.3148  
Fax: 919.513.1428  
TTY: 919.515.9617  
Website (<https://diversity.ncsu.edu/>)

<sup>1</sup> This policy is established in accordance with 41 CFR Part 60 and is implemented in accordance with applicable laws and their amendments, including but not limited to, Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Executive Order 11246, the Age Discrimination in Employment Act of 1975, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Civil Rights Restoration Act of 1988, North Carolina General Statutes Chapters 116 and 126.