

Sam Houston State University
A Member of The Texas State University System

PRE-29 ~~±~~Non-Discrimination Policy

NON-DISCRIMINATION POLICY

Sam Houston State University (SHSU or University) is committed to an educational and work environment that provides equal opportunity and access to all qualified persons. SHSU pursuant to and in accordance with applicable federal and state law (including Title VII and Title IX) and institutional values, prohibits discrimination or harassment on the basis of race, creed, ancestry,

texture/protected hairstyle, pregnancy, sexual orientation, gender identity, or gender expression in employment, educational programs, activities, and admissions. Each supervisor, faculty member, employee, and student are responsible for maintaining an environment that is free of discrimination and for addressing behaviors that violate this obligation in accordance with this policy.

With this policy, the SHSU President designates the Office of Title IX & Discrimination Resolution (Title IX & Discrimination Resolution) to receive complaints of discrimination, designate the investigation and hearing of such matters, and make final decisions, unless another process is appropriate under TSUS Rules and Regulations or SHSU policies and as stated within.

PURPOSE

This policy details reporting procedures for presenting, reviewing, and resolving discrimination complaints, including employee grievances. SHSU reviews and resolves complaints of discrimination by any member of the University community, including faculty, staff, and students or third parties utilizing or providing services to the University. Faculty members, staff employees, and students who discriminate against others in connection with a University activity, program, or workplace in violation of this policy are subject to disciplinary action.

This policy aligns with the Texas State University System (TSUS) Rules and Regulations including Chapter V, §§ 2.142, 4.4, and 4.5 and Chapter VII, §§ 4.3 and 4.4. Accordingly, matters relating to faculty non-renewal or termination of employment are governed by and processed according to the TSUS Rules & Regulations in Chapter V and complaints alleging sexual harassment or misconduct are governed by and investigated under the TSUS Sexual Misconduct Policy.

3. DEFINITIONS

3.01 Complainant ~~±~~the person who reports being the victim of discrimination.

3.02 Discrimination ~~±~~conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that:

3.02.1 adversely affects the individual or group's employment or education, and

3.02.2 is different than similarly situated individuals or groups with regard to a SHSU service, benefit, or privilege because of the race, color, national origin, ancestry, orientation, gender identity, or gender expression of the individual or group.

- 3.03 Harassment is a form of discrimination consisting of unwelcome verbal, written, graphic, or physical conduct that:
 - 3.03.1 is directed at an

- 5.06 Accommodations for pregnant and parenting students are governed under [PRE-31 Pregnant & Parenting Students](#).
- 5.07 The University encourages student Complainants and Respondents to consult the

8.03.1 email to nondiscrim@shsu.edu

8.03.2 in person at the John W. Thomason Building, Suite 302

8.03.3 mail to:
Office of Title IX & Discrimination Resolution
Box 2542
Huntsville, Texas 77341-2542

8.04 Reports must include:

8.04.1 the & R P S O D L n a n d e Q w a i l v address, and a telephone number where Complainant can be reached during business hours;

8.04.2 names and, if known, contact information to include job title and department of the person or persons alleged to have committed the discriminatory act (the Respondent(s)); and

8.04.3 a description of the alleged discriminatory act or acts in sufficient detail to enable a reviewer to understand what occurred, when it occurred, and the basis for the alleged discrimination (e.g., race, color, national origin, ancestry, citizenship, age, sex, religion, disability, marital status, Y H W H s t a t u s , s e x u a l o r i e n t a t i o n , g e n d e r i d e n t i t y , o r g e n d e r e x p r e s s i o n).

8.05 Every attempt will be made to keep reported information confidential and restricted to only those identified in this policy, individuals that have information related to the inv /Span <</keep reportssion).

8.08.5 informal resolution or other appropriate resolution or remedy has already been achieved or has been offered and rejected.

8.09 Title IX & Discrimination Resolution shall maintain records of reports received and investigations conducted.

to be imposed as soon as possible, but not later than ten (10) business days of the receipt of the finding.

11.03 When a disciplinary action is imposed upon the Respondent, the Respondent may seek review of the disciplinary action only (not to include the finding) through the formal grievance process:

11.03.1 Students may seek due process procedures for a sanction of suspension, expulsion, or dismissal

Training within thirty (30) days from their employment date. This training is web based
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at the end of the course. Follow up training is required every two (2) years thereafter.
Employees who do not complete the required training are subject to disciplinary action up to
and including termination.