



Civil Rights Protections and Compliance

Policy Statement

Western Kentucky University (WKU) will strictly comply with all applicable legal requirements prohibiting discrimination against employees, students, applicants for employment, or the public.

Reason for Policy

This policy outlines the civil rights protections provided by the University to employees, students, applicants for employment, and the public, and sets procedures and responsibilities for compliance with applicable laws and administrative regulations.

Procedures and Responsibilities

1. AUTHORITY AND SCOPE OF THE EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

- 1.1 The University will provide equal opportunity for employment to all persons regardless of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, gender identity/expression, marital status, age, uniformed services, veteran status, or physical or mental disability, and will strive to achieve equal employment opportunity throughout the University.
- 1.2 No individual will, on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, gender identity/expression, marital status, age, uniformed services, veteran status, pregnancy, childbirth or related medical conditions, or physical or mental disability, be excluded from participation in, or be denied the benefit of, or be subjected to discrimination under any University program or activity.
- 1.3 The office of Institutional Equity, in coordination with the General Counsel, is responsible for the University's compliance with civil rights laws and regulations and affirmative action programs. This includes, but is not limited to, addressing charges or complaints filed with local, state, and federal agencies, and audits of policies and procedures carried out by the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) and other state and federal affirmative action and civil rights compliance agencies.

1.4 The University promotes equal employment opportunity through its procedures, training, compliance with applicable legal requirements, and other methods such as affirmative action programs authorized by federal regulations.

1.5 Retaliatory action of any kind is prohibited when taken against a complainant, witness, or other person participating in a discrimination or related retaliation investigation, complaint, hearing, or suit. Such retaliatory action will be regarded as a separate and distinct cause for complaint and possible disciplinary action, including dismissal.

2. RESPONSIBILITIES

2.1 The Executive Director of Institutional Equity will serve as the liaison between University members and local, state, and federal compliance agencies. The executive director is also responsible for the coordination of all reporting requirements for the University and its members under applicable state and federal regulations.

2.2 Each extended campus director shall designate persons responsible for overseeing and implementing procedures to ensure compliance with legal and regulatory provisions under this policy by informing the Executive Director of Institutional Equity.

3. PROCEDURES

3.1 The administrators appointed under Section 2.2 will inform the Executive Director of Institutional Equity as soon as a charge or complaint of discrimination, sexual harassment, and/or retaliation, or notice of audit or other inquiry, is received from a local, state, or federal agency.

Related Statutes, Policies, or Requirements

The Equal Pay Act of 1963

Title VII of the Civil Rights Act of 1964, as amended

Executive Order 11246, as amended

The Age Discrimination in Employment Act of 1967

Title IX of The Education Amendments of 1972

The Rehabilitation Act of 1973

The Americans with Disabilities Act of 1990, as amended (ADA)

The ADA Amendments Act of 2008 (ADAAA)

U.S. Department of Labor, Office of Federal Contract Compliance Programs

Contact Office

The office of Institutional Equity

(270) 745-6867/persons with a hearing or speech disability should dial 711 to be automatically connected to a Telecommunications Relay Services (TRS) operator