

Notice of Nondiscrimination, Anti-Harassment, and Non-Retaliation

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its education programs or activities, including admissions and employment. The University also prohibits any form of retaliation begin taken against anyone for reporting discrimination, harassment, or retaliation at the University of for otherwise engaging in protected activity.

The University is committed to ensuring equal opportunity and access for all persons and to providing academic and employment environments free of discrimination, harassment, and retaliation. The University, therefore, adheres to all applicable federal and state laws regarding nondiscrimination, including, but not limited to, the following laws:

- Age Discrimination Act of 1975 and Age Discrimination in Employment Act of 1967, which prohibit discrimination based on age.
- Equal Pay Act of 1963, which prohibits sex-based wage discrimination.
- Genetic Information Nondiscrimination Act of 2008, which prohibits discrimination because of genetic information.
- Pregnancy Discrimination Act of 1978, which prohibits discrimination against women because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.
- Section 504 of Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990 prohibit discrimination based on disability. The University will engage in the interactive process with the individual and their health care provider to identify reasonable and effective accommodations.
- Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin (including limited English proficiency).
- Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, religion, sex, and national origin.
- Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on sex in education program or activities.

The University is required by Title IX and 34 C.F.R. Part 106 not to discriminate in such a manner. This requirement not to discriminate extends to admission and employment. Title IX also prohibits retaliation against reporters of sex discrimination, including but not limited to reports of sex discrimination against administrators and other employees. Inquiries about the application of Title IX may be referred to a University Title IX Coordinator or the Assistant Secretary for Civil Rights of the Department of Education or both. The University of Nebraska Board of Regents Policy 2.1.8 prohibits sexual misconduct. University of Nebraska Executive Memorandum 38, Procedures for Sexual Misconduct Reports Against Students and Executive Memorandum 39, Procedures for Sexual Misconduct Reports Against Employees provide the grievance process for complaints alleging sexual misconduct.

Individuals who believe that they have been subjected to discrimination, harassment, or retaliation in violation of this statement, or who believe they may have witnessed conduct in violation of this statement, can report those violations to the office or official listed below. Supportive, interim, and

protective measures (such as counseling, extensions of deadlines or other course adjustments, modifications of work or class schedules or locations, leaves of absence, increased security or monitoring, or restrictions on contact between the parties) will be made available as necessary to both the individual filing the report and the individual accused in the report. The University will strive to maintain the confidentiality of any measures taken to the extent possible.

Reporting Contacts:

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|------------------------------|------------------------|--------------|------------------------------------------------------------|
| UNK Compliance Office | | | |
| Compliance Officer | Mary Chinnock Petroski | 308-865-8400 | petroskimj@unk.edu |
| Title IX | Kayleigh Dawson | 308-865-8655 | dawsonkn@unk.edu |
| ADA/504 (Students) | Sarah Mattson | 308-865-8214 | Mattsons2@unk.edu |
| ADA/504 (Employees) | Lisa Mendoza | 308-865-8404 | Mendozalm2@unk.edu |

Report online via:

EthicsPoint: [Report Fraud/Misconduct](#)

Discrimination Complaints Procedures are available:

Sexual Misconduct/Title IX: [Sexual Misconduct Policies & Procedures](#)

Discrimination & Harassment Policy: [Discrimination & Harassment Policy](#)

Outside entities that may receive reports of discrimination include:

| US Department of Education Office for Civil Rights (OCR) | |
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| National Headquarters | Kansas City Office (Office for Nebraska) |
| Lyndon Baines Johnson Department of Education Bldg. 400 Maryland Avenue, SW Washington, DC 20202-1100 Phone 800.421.3481 Fax 202.453.6012 TDD 800.877.8339 Email OCR@ed.gov | One Petticoat Lane 1010 Walnut Street, 3rd Floor, Suite 320 Kansas City, MO 64106 Phone 816.268.0550 Fax 816.268.0599 TDD 800.877.8339 Email OCR.KansasCity@ed.gov |

Students in programs receiving NASA funding may direct Title IX complaints directly with NASA.

| NASA – Director, EEO Complaints and Programs |
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| Office of Diversity and Equal Opportunity Suite 6R81 NASA Headquarters |

300 E Street, SW
Washington, DC 20546-0001
Telephone No. 202.358.2180
Facsimile: 202.358.4343
Attention: Director, EEO Complaints and Programs (CAP)
Office of Diversity and Equal Opportunity, Suite 6R81
Washington DC 20546
E-mail: hq-dl-cmd@mail.nasa.gov

Students in programs receiving Department of Homeland Security funding, members of the public, and other non-employees may direct discrimination inquiries and file complaints directly with DHS within 180 days.

US Department of Homeland Security

E-mail: CRCLCompliance@hq.dhs.gov (the fastest method to submit your complaint)
Fax: 202-401-4708
Package/Overnight Delivery: Please contact CRCL for information on sending a package.
U.S. Postal Mail: (this method can take up to 20 business days)
U.S. Department of Homeland Security
Office for Civil Rights and Civil Liberties
Compliance Branch, Mail Stop # 0190
2707 Martin Luther King Jr Ave SE
Washington, DC 20528-0190
If you have questions, you may also contact CRCL by telephone:
Local: 202.401.1474
Toll Free: 1.866.644.8360
Local TTY: 202.401.0470
Toll Free TTY: 1.866.644.8361

Nebraska Equal Opportunity Commission (NEOC)

Nebraska State Office Building
301 Centennial Mall South,
5th Floor
PO Box 94934
Lincoln, NE 68509-4934
402.471.2024

Equal Employment Opportunity Commission (EEOC)

Kansas City Area Office
Gateway Tower II
400 State Ave., Suite 905
Kansas City, KS 66101
1.800.669.4000

Limited English Proficiency

In accordance with the prohibition against discrimination on the basis of national origin under Title VI and [Executive Order 13166](#), the University of Nebraska is committed to the accessibility of services to those with Limited English Proficiency (LEP). To that end, the University will make available appropriate alternative language formats to those with limited English proficiency upon request to ensure accessibility of University related services and supports.

LEP Resources:

Students: [Office of Student Diversity and Inclusion](#)
[International Education](#)

Employees & [Human Resources](#)
Visitors: [Office of Equity and Compliance](#)

