



Non-Discrimination & Sexual Misconduct Statement

Colorado State University-Pueblo is committed to equal educational and employment opportunities and to the elimination of all forms of discrimination, protected class harassment, sexual misconduct, intimate partner violence stalking, and retaliation. Furthermore, CSU-Pueblo is committed to maintaining respectful, safe, and nonthreatening educational, working, and living environments. In furtherance of this commitment, CSU-Pueblo does not discriminate on the basis of age, citizenship, creed, color, disability, gender, gender expression, gender identity, genetic information, national origin or ancestry, pregnancy, race, religion, sex, sexual orientation, veteran status, or because an individual has inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. CSU-Pueblo is an affirmative action/equal opportunity institution. It encourages diversity and provides equal opportunity in education, employment, all of its programs and activities, and the use of its facilities.

All members of the University community have a responsibility to be aware of what behaviors constitute discrimination and sexual misconduct, to be responsible for their own actions, and to help create an environment free of discrimination and sexual misconduct.

Colorado State University-Pueblo defines sexual harassment as either "Quid Pro Quo" Sexual Harassment or Hostile Environment Harassment. "Quid Pro Quo" Sexual Harassment means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature by a Responding Party in a position of power or influence where (1) submission to the unwelcome conduct by Reporting Party is made either an explicit or implicit term or condition of academic standing or of employment; or (2) submission to or rejection of such conduct is used as the basis for academic or employment decisions affecting that Reporting Party. "Hostile Environment" Sexual Harassment means unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature is so severe, pervasive, and/or objectively offensive that the conduct unreasonably interferes with the Reporting Party's employment, academic pursuits, or participation in University activities (i.e. the conduct creates an objectively hostile environment).

Retaliation against any person for filing a complaint, participating in, or cooperating in an investigation undertaken by the Office of Institutional Equity is also strictly prohibited.

If you believe that you have been subjected to discrimination, protected class harassment, or sexual misconduct at Colorado State University-Pueblo, you should report this conduct immediately to the Executive Director of Institutional Equity.

All Employees (except those serving in roles expressly designated to receive confidential information under University policy) are required to report any information they know about possible sexual misconduct, intimate partner violence, stalking, and retaliation to the University's Title IX Coordinator.

The Executive Director of Institutional Equity has been designated as the University's Title IX Coordinator, Americans with Disabilities Act (ADA) Coordinator, and Section 504 of the Rehabilitation Act of 1973 Coordinator. For any inquiries or concerns regarding discrimination, protected class harassment, or sexual misconduct, please contact Joshua R. Ernst (josh.ernst@csupueblo.edu), Executive Director, Office of Institutional Equity at (719) 549-2210, Administration Building – Room 304

The University's *Policy on Discrimination, Protected Class Harassment, Sexual Misconduct, Intimate Partner Violence, Stalking, & Retaliation* is available on the web at <http://csu-pueblo-policies.colostate.edu/policy.aspx?id=141>, in the Office of Institutional Equity, and in the Human Resources Office.

Complaints may also be referred to the Office for Civil Rights, U.S. Department of Education, 1244 Speer Boulevard, Suite 310, Denver, Colorado, 80204, the Colorado Civil Rights Division, 1560 Broadway St., Suite 1050, Denver, Colorado 80202; or the U.S Equal Opportunity Employment Commission, 303 East 17th Avenue, Denver, Colorado 80203.

Employee Signature

Date