



## **Non-Discrimination Statement**

Texas Southern University emphasizes the dignity and equality common to all persons and adheres to a strict nondiscrimination policy regarding the treatment of individual faculty, staff, students, third parties on campus, and applicants for employment and admissions. In accordance with federal and state law, the University prohibits unlawful discrimination, including harassment, on the basis of race, color, religion, national origin, gender, including sexual harassment, age, disability, citizenship, and veteran status in its programs, activities, admissions or employment policies. Pursuant to University policy, this policy also prohibits discrimination on the basis of sexual orientation, gender identity, and gender expression.

The University will conduct its programs, services and activities consistent with applicable federal, state and local laws, regulations and orders and in conformance with the University policies and Procedures.

Questions or comments about harassment or discrimination can be directed to the Department of Human Resources – Employee Relations and Compliance Unit (Hannah Hall room 126) for employees, and to the Dean of Students for student related complaints.

### *Related Laws:*

- Title VI and VII Civil Rights Act of 1964, as amended
- Equal Pay Act of 1963
- Age Discrimination Act of 1967, as amended
- Age Discrimination Act of 1975
- Title IX of the Education Amendment,
- Vietnam Era Veterans Readjustment Act of 1974
- Executive Order 11246, as amended
- Rehabilitation Act of 1973, including Section 503 and 504
- Immigration Reform and Control Act of 1986, and
- Texas Labor Code, Chapter 21
- Americans with Disabilities Act of 1990/Americans with Disabilities Act as Amended, 2008