

# NOTICES

## Policy on Discriminatory Conduct

The University of North Carolina at Greensboro is committed to the principle that educational and employment decisions should be based on an individual's abilities and qualifications and should not be based on personal characteristics or beliefs that have no relevance to academic ability or to job performance. Accordingly, UNC Greensboro supports policies, curricula, and co-curricular activities that encourage understanding of and appreciation for all members of its community. UNC Greensboro will not tolerate any harassment of or discrimination against persons. UNC Greensboro is committed to equal opportunity in education and employment for all persons and will not tolerate any discrimination against or harassment of persons on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, political affiliation, genetic information, veteran status, disabling condition, or age. View the entire policy at [http://policy.uncg.edu/university-policies/discriminatory\\_conduct](http://policy.uncg.edu/university-policies/discriminatory_conduct) ([http://policy.uncg.edu/university-policies/discriminatory\\_conduct/](http://policy.uncg.edu/university-policies/discriminatory_conduct/)).

Students who believe they have been treated unfairly should contact the Associate Vice Chancellor for Student Affairs at 336-334-5513. Any employee who believes he or she has been treated unfairly based on any of the above characteristics should contact his or her immediate supervisor, or the next level supervisor if the immediate supervisor is the subject of the allegation.

## Equality of Educational Opportunity

The University of North Carolina at Greensboro is committed to equality of educational opportunity and does not discriminate against applicants, students, or employees based on race, color, creed, gender, age, national origin, disability, military veteran status, political affiliation, or sexual orientation\*. Moreover, the University of North Carolina at Greensboro is open to people of all races and actively seeks to promote racial integration by recruiting and enrolling a larger number of black students.

This commitment is in keeping with Title IX of the Educational Amendments of 1972 and Section 504, Rehabilitation Act of 1973.

The Affirmative Action Officer is responsible for coordinating compliance and investigating complaints.

Affirmative Action Officer  
PO Box 26170  
UNC Greensboro  
Greensboro, NC 27402-6170  
(336-334-5009)

Affirmative Action Program

## Equality of Opportunity in the University

*The following is reprinted from* <http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=4408&added=1> (<http://www.northcarolina.edu/apps/policy/?pg=vs&id=4408&added=1>).

Admission to, employment by, and promotion in the University of North Carolina and all of its constituent institutions shall be on the basis of merit, and there shall be no unlawful discrimination against any person on the basis of race, color, religion, sex, sexual orientation, gender identity,

national origin, age, disability, genetic information, or veteran status. (Chapter 1, Section 103)

## UNC Greensboro's Statement of Commitment to Equal Opportunity

*The following is reprinted from* [http://hrs.uncg.edu/Affirmative\\_Action/](http://hrs.uncg.edu/Affirmative_Action/).

The Statement of Commitment to Equal Opportunity has been separated into three statements outlined further on the website linked above.

1. Statement of Nondiscrimination on the Basis of Sexual Orientation
2. Statement of Commitment to Equal Opportunity - Women and Minorities
3. Statement of Commitment to Equal Opportunity - Individuals with a Disability and Veterans

In addition to adherence to the UNC Greensboro Policy on Discriminatory Conduct, the university aims to achieve within all areas of employment a diverse faculty and staff capable of providing for excellence in the education of its students and for the enrichment of the total university community. In seeking to fill openings, every effort will be made to recruit in such a way that women and minorities will have an equal opportunity to be considered for and appointed to all vacant positions. All appointments, promotions, and all other personnel actions, such as compensation, benefits, transfers, training and educational programs, tuition assistance, travel assistance, research grants, support for graduate assistants, social and recreational programs, will be administered without regard to race, color, religion, sex (including pregnancy), gender identity, national origin, political affiliation, sexual orientation, genetic information and age, including sexual harassment, in such manner as is consistent with achieving a staff of diverse and competent persons. Unlawful discrimination, harassment, and retaliation are strictly prohibited.

Overall responsibility for the development and implementation of the University's Affirmative Action Program resides with the chancellor. The Affirmative Action Officer has been given the responsibility to monitor the effectiveness of the University's Affirmation Action Program and to assist in affirmative action policy and planning. This does not diminish in any way the responsibilities of deans, department heads, managers, and supervisors to assist in administering the affirmative action policy and planning through promulgation of information.

The University of North Carolina at Greensboro reaffirms its commitment to equality of opportunity in its relationships with all members of the university community.

\* *The UNC Greensboro discriminatory conduct policy includes protection for transgendered individuals, and actual or perceived gender identity or expression, within its prohibited discriminatory conduct.*

## Equity in Athletics Statement

Pursuant to the federal Equity in Athletics Disclosure Act, information about equity in UNC Greensboro's intercollegiate athletics programs may be obtained from the UNC Greensboro Athletic Department.

UNC Greensboro Athletic Department  
337 HHP Building  
UNC Greensboro  
Greensboro, NC 27402

## Policy Concerning Abuse of Alcohol and/ or Illegal Drugs

In accordance with the Federal Drug-Free Schools and Communities Act Amendments of 1989, which require that all students receive annual notice of the laws and/or policies regarding alcohol and drug abuse, the following information is provided:

Illegal or abusive use of drugs or alcohol by any member of the university community can adversely affect the educational environment and will not be accepted. Abuse of these substances can result in numerous physical and psychological health problems. Substance abuse is a factor in organ damage, increased risk of personal injury, impaired judgment, a factor in sexually transmitted diseases, and more.

Policies on alcohol and drugs can be found in the Policies for Students Manual distributed to all students upon their entrance into the university community. They also can be accessed via the Web at [https://policy.uncg.edu/university-policies/illegal\\_drugs/](https://policy.uncg.edu/university-policies/illegal_drugs/).

Services for students experiencing problems with alcohol and other drugs are available through Student Health Services. They include the Medical Clinic (336-334-5340) and Counseling Center (336-334-5874). The School of Education houses the Nicholas A. Vacc Counseling and Consulting Clinic (336-334-5112) which offers a Substance Information Program (SIP) for education and assessment. Educational programs are also provided through the Department of Recreation and Wellness, <http://recwell.uncg.edu/wellness/> (336-334-5924).

## Right-To-Know Statement

Pursuant to the federal Student Right-to-Know Act, UNC Greensboro graduation rates may be obtained from the Office of Institutional Research.

Office of Institutional Research  
PO Box 26170  
Greensboro, NC 27402-6170  
336-256-0397

## Public Records Policy

The full Public Records Policy can be accessed at [https://policy.uncg.edu/university-policies/public\\_records\\_uncg/](https://policy.uncg.edu/university-policies/public_records_uncg/).

The University of North Carolina at Greensboro will be responsive to public records requests while at the same time striving to maintain the confidentiality of certain records as required by law. This policy shall be implemented in accordance with the North Carolina Public Records Act and other applicable federal and state laws. This Policy complies with the North Carolina Attorney General's North Carolina Guide to Open Government and Public Records. See [https://ncdoj.gov/wp-admin/admin-ajax.php?juwpfisadmin=false&action=wpfd&task=file.download&wpfd\\_category\\_id=141&wpfd\\_file\\_id=17891](https://ncdoj.gov/wp-admin/admin-ajax.php?juwpfisadmin=false&action=wpfd&task=file.download&wpfd_category_id=141&wpfd_file_id=17891) ([https://ncdoj.gov/wp-admin/admin-ajax.php?juwpfisadmin=false&action=wpfd&task=file.download&wpfd\\_category\\_id=141&wpfd\\_file\\_id=17891](https://ncdoj.gov/wp-admin/admin-ajax.php?juwpfisadmin=false&action=wpfd&task=file.download&wpfd_category_id=141&wpfd_file_id=17891)).

All records created or received in the course of public business by the University or its employees, in whatever format, including paper, photographs, recordings, computer records and emails, constitute public records, unless an exception applies.

Persons who seek to access the public records of the University should direct a written request to the University unit, e.g., department or division, from which the particular records are being sought. For example, student

record requests should be directed to the office of the Registrar or Student Affairs. Personnel records requests should be directed to Human Resource Services (SPA employee records) or the office of the Provost (EPA employee records). Law enforcement records requests should be directed to the UNC Greensboro Police Department. Requests for information with regard to University athletics should be directed to the Athletics Department. If the requester cannot or will not reduce an oral request to writing, then the records custodian of the unit will reduce the request to writing and will obtain the requester's agreement to the accuracy of the writing before proceeding further.