



NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY

SEC. III—Equal Employment Opportunity 3.0
SEC. IV— Equal Employment Opportunity 1.0

EQUAL OPPORTUNITY AND NON-DISCRIMINATION

ADMINISTRATIVE POLICY

1. POLICY STATEMENT

North Carolina Agricultural and Technical State University is firmly committed to providing equal opportunity in education and employment. Admission to, participation in the programs of, employment by, and promotion in the University shall be on the basis of merit. The University prohibits unlawful discrimination, harassment, or retaliation based on consideration of race, religion, color, national origin, ethnicity, sex, pregnancy, gender identity or expression, sexual orientation, age (40 or older), political affiliation, National Guard, veteran status, genetic information, or disability, except where gender, age, or physical requirements are bona fide educational or job-related employment requirements.

North Carolina Agricultural and Technical State University administers all aspects of education and employment in accordance with federal and State equal employment opportunity laws. This policy covers all University programs and activities and all conditions of employment, including the following: recruitment, hiring, training, promotion, compensation, fringe benefits, disciplinary actions and terminations, opportunities to serve on committees and decision-making bodies, and participation in social and recreational programs.

In addition, the University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the University's legal duty to furnish information.

2. INQUIRIES AND COMPLAINTS

Inquiries regarding the University's non-discrimination policies should be directed to:

Director of Employee Relations/Affirmative Action Officer
Division of Human Resources
North Carolina A&T State University
1020 East Wendover Ave.
Greensboro, NC 27411
336-334-7862

Any person who believes they have been discriminated against, harassed, or retaliated against in violation of this policy, should follow the complaint procedure provided in the Unlawful Harassment and Discrimination Policy. All complaints of discrimination shall be investigated and resolved in accordance with the policy and procedures set forth in the Unlawful Harassment and Discrimination Policy. The University will take immediate and appropriate corrective action when it determines that unlawful discrimination, harassment, or retaliation has occurred.

3. SCOPE

This policy applies to: (1) all applicants for employment; (2) all applicants for admission to the University; (3) University officers, faculty, staff, and students; (4) former employees subject to the State Human Resources Act ("SHRA"); (5) persons who serve the University as agents during a specified period of agency (e.g., volunteers); and (6) vendors.

With regard to SHRA (formerly SPA) employees, this policy applies to former employees as well as full-time or part-time SHRA employees with permanent, probationary, trainee, time-limited/permanent or temporary appointments.

4. RESPONSIBILITY

Each vice chancellor, dean, director, department chairperson, and supervisor is responsible for implementing this policy. This policy shall be an important objective of the University as it pursues its strategic plan.

This policy is administered through the Division of Human Resources.

5. RELATED POLICIES

Unlawful Harassment and Discrimination Policy
Student-on-Student Sexual Misconduct Policy
Sexual Misconduct: Discrimination, Harassment, and Sexual Assault Policy
SHRA Employee Grievance Policy

Repeal of Other Policies

This policy repeals any other policy on this topic that is not posted on the A&T “Approved Policies” website.

Date revised policy is effective: upon approval

Approved by the Chancellor

First approved: August 27, 2018

Revised: February 18, 2021