



## **Civil Rights Protections and Compliance**

### **Policy Statement**

Western Kentucky University (WKU) will strictly comply with all applicable legal requirements prohibiting discrimination against employees, students, applicants for employment, or the public.

### **Reason for Policy**

This policy outlines the civil rights protections provided by the university to employees, students, applicants for employment, and the public, and sets forth procedures and responsibilities for compliance with applicable laws and administrative regulations.

### **Procedures and Responsibilities**

#### **1. AUTHORITY AND SCOPE OF THE EQUAL OPPORTUNITY PROGRAM**

- 1.1 The university will provide equal opportunity for employment to all persons regardless of race, color, sex, religion, national origin, age, disability, or veteran status, and will strive to achieve full and equal employment opportunity throughout the university.
- 1.2 No individual will, on the basis of race, color, sex, religion, national origin, age, or disability, be excluded from participation in, or be denied the benefit of, or be subjected to discrimination under any university program or activity.
- 1.3 The Office of Equal Opportunity/Affirmative Action/University ADA Services, in coordination with the Chief of Staff/General Counsel, is responsible for the university's compliance with civil rights laws and regulations and affirmative action programs. This includes, but is not limited to, addressing charges or complaints filed with local, state, and federal agencies, and audits of policies and procedures carried out by the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) and other state and federal affirmative action and civil rights compliance agencies.
- 1.4 The university promotes equal employment opportunity through its procedures, training, compliance with applicable legal requirements and other methods such as affirmative action programs authorized by federal regulations.
- 1.5 Retaliatory action of any kind is prohibited when taken against a complainant, witness, or other person participating in a discrimination or related retaliation investigation, complaint, hearing or suit. Such retaliatory action will be regarded as a separate and distinct cause for complaint and possible disciplinary action, including dismissal.

## 2. RESPONSIBILITIES

- 2.1 The Equal Opportunity/Affirmative Action/University ADA Services Director will serve as the liaison between university members and local, state, and federal compliance agencies. The director is also responsible for the coordination of all reporting requirements for the university and its members under applicable state and federal regulations.
- 2.2 Each extended campus director shall designate persons responsible for overseeing and implementation of procedures to ensure compliance with legal and regulatory provisions under this policy by informing the Equal Opportunity/Affirmative Action/University ADA Services Director.

## 3. PROCEDURES

- 3.1 The administrators appointed under Section 2.2 will inform the Equal Opportunity/Affirmative Action/University ADA Services Director as soon as a charge or complaint of discrimination, sexual harassment, and/or retaliation, or notice of audit or other inquiry, is received from a local, state, or federal agency.

### **Related Statutes, Policies, or Requirements**

[The Equal Pay Act of 1963](#)

[Title VII of the Civil Rights Act of 1964, as amended](#)

[Executive Order 11246, as amended](#)

[The Age Discrimination in Employment Act of 1967](#)

[Title IX of The Education Amendments of 1972](#)

[The Rehabilitation Act of 1973](#)

[The Americans with Disabilities Act of 1990, as amended \(ADA\)](#)

[The ADA Amendments Act of 2008 \(ADAAA\)](#)

[U.S. Department of Labor, Office of Federal Contract Compliance Programs](#)

### **Contact Office**

The Office of Equal Opportunity/Affirmative Action/University ADA Services

(270) 745-5121/TDD 711