



Institutional Equity

The Office of Institutional Equity is committed to preventing and addressing unlawful discrimination, harassment, and retaliation in WKU's workplace and education environment (e.g., programs, activities). Institutional Equity envisions a University community in which every individual has an equal opportunity to learn, work, and contribute, and where full inclusion and respect for all people fosters an environment free from discrimination, harassment, and retaliation. Institutional Equity is committed to advancing WKU's Strategic Plan of active inclusion by providing a range of services that uphold the values of equity and diversity, as well as support compliance efforts in areas such as, but not limited to, equal opportunity, affirmative action, harassment prevention, non-discrimination, and Title IX.

Essential Functions of Institutional Equity

- **Compliance** - ensuring University's compliance with Title VI, Title VII, Title IX, VAWA, ADA, and Section 504 of the Rehabilitation Act and related state and federal laws and institutional governing policies, including but not limited to WKU's Sex and Gender-Based Discrimination, Harassment, and Retaliation Policy and WKU's Discrimination and Harassment Policy.
- **Partnership** – collaborating with various campus partners and community members to maintain a University environment free of unlawful discrimination, harassment, and retaliation.
- **Policy Development** - establishing and implementing university policies and procedures related to protected-class discrimination and Title IX.
- **Complaint Resolution** – providing a fair and impartial process for responding, resolving, and/or investigating complaints of discrimination, harassment, and retaliation against WKU faculty, staff, and students.
- **Training** – providing training for faculty, staff, and students about their rights and responsibilities under Title IX and other applicable equal opportunity and civil rights laws and related University policies and procedures.
- **Accommodations** – facilitating employee requests for workplace accommodations based on disability, religion, and/or pregnancy; and facilitating student requests for accommodations based on religion and/or pregnancy (disability-based student accommodations are facilitated by SARC).
- **Information/Education** – serving as the University's resource for all campus constituencies on issues related to protected class discrimination, sexual harassment, Title IX, and campus resources related to those areas.



Ms. Ena Demir
Executive Director and Title IX Coordinator
ena.demir@wku.edu
(270) 745-6867



Mr. Rodney C. Stewart
Institutional Equity Investigator
rodney.stewart@wku.edu
(270) 745-4515



Ms. Cindy Smith
EEO Administrative Specialist, Budget Coordinator, and Title IX
Assistant
cindy.smith@wku.edu
(270) 745-5121



Ms. Chantel Wilson
EEO Coordinator, Research Assistant, Database/Website Associate,
and Title IX Assistant
chantel.wilson@wku.edu
(270) 745-5121