

## NON-DISCRIMINATION POLICY

The University, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, national origin (including actual or perceived shared ancestry or ethnic characteristics), sex (see Sexual Misconduct, Discrimination, and Harassment Policy), sexual orientation, marital status, genetic information, gender identity/expression (consistent with applicable law), age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, housing, financial aid, and educational services.

This policy applies to all faculty, staff, and students. The Equal Opportunity Officer is the University official responsible for investigating allegations of unlawful discrimination under this policy. The University of Oklahoma Institutional Equity Office may also assist with investigations of allegations of unlawful discrimination under this policy pursuant to a signed Memorandum of Understanding between the University of Oklahoma and Rogers State University,

University policy prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state, or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

### I. Definitions:

1. **Discrimination:** Discrimination is defined as conduct directed at a specific individual or group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment, education, health care, or access to institutional benefits on account of the individual's or group's perceived or actual membership in a Protected Class as defined below.
2. **Harassment:** Harassment, which is a form of discrimination, is defined as verbal or physical conduct that is directed at an individual or a group on account of the individual's or group's perceived or actual membership in a Protected Class. In the educational context, the following definitions apply:
  1. Harassment based on race, color, or national origin will be considered harassment when such conduct is sufficiently severe **or** pervasive **and** subjectively and objectively offensive so as to have the purpose or effect of unreasonably interfering with an individual's or group's academic performance or ability to receive health care services or of creating a hostile academic or health care environment when viewed by examining a totality of the circumstances from the standpoint of a reasonable person with the same characteristics as the purported recipient of the harassing conduct.
  2. For other Protected Class categories, the conduct must be sufficiently severe, pervasive, **and** objectively offensive so as to have the purpose or effect of unreasonably interfering with an individual's or group's academic performance or ability to receive health care services or of creating a hostile academic environment when viewed by examining a totality of the circumstances from the standpoint of a reasonable person with the same characteristics as the purported recipient of the harassing conduct.
  3. In the employment context, the following definition applies: Harassment includes unwelcome conduct based on the Protected Class. Harassment is prohibited under

this policy when (1) enduring the offensive conduct becomes a condition of continued employment **or** (2) the conduct is severe **or** pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

3. **Retaliation:** Retaliation includes attempting to penalize or taking any form of adverse action against a person because of their filing of a complaint of discrimination or harassment and/or participating or assisting in any manner with an investigation or resolution of a complaint of discrimination or harassment. Adverse action includes, but is not limited to, making threats, intimidation, reprisals or any other adverse action relating to employment, academic, health care, or institutional benefits.
4. **Antisemitism:** As defined by the International Holocaust Remembrance Alliance, "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."
5. **Protected Class:** A Protected Class is defined by applicable federal and/or state law and/or regulatory guidance. For the purpose of this policy, Protected Class includes race, color, religion, political beliefs, national origin (including actual or perceived shared ancestry or ethnic characteristics), age (40 or older), sex, sexual orientation, marital status, genetic information, gender identity/expression (consistent with applicable law, disability or veteran status).

## **II. Education and Training**

The University provides an anti-discrimination training course to employees upon request or as needed. Employees may be required to participate in anti-discrimination training as needed. Requests for training should be directed to the Office of Human Resources or Office of Student Affairs. Failure to complete this training as required may result in appropriate disciplinary action.

## **III. Intentionally False Reports**

Individuals who make reports that are later found to have been intentionally false or misleading or made maliciously and without regard for truth may be subject to disciplinary action up to and including termination or expulsion. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by an investigation. The Equal Opportunity Officer investigates these allegations using the investigative process utilized for this policy.

## **IV. Antisemitism**

The Equal Opportunity Officer investigates allegations of antisemitism using the standards applicable to allegations of discrimination or harassment based on race, color, and national origin (including shared ancestry or ethnic characteristics).

## **V. Sex-Based Misconduct**

Allegations of discrimination on the basis of sex are investigated under the Sexual Misconduct, Discrimination, and Harassment Policy and the related procedures. In reports with mixed allegations (e.g. both sex and race), the Equal Opportunity Officer, or the University of Oklahoma Institutional Equity Office, as appropriate, may investigate those matters together under the Sexual Misconduct,

Discrimination, and Harassment Policy procedures when doing so facilitates efficient resolution and ensures appropriate procedural protections for the parties.

## **VI. Free Speech and Academic Freedom**

Members of the University community enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution. This policy is intended to protect members of the University community from discrimination, not to regulate protected speech. No provision of this policy shall be interpreted to prohibit conduct that is legitimately related to course content, teaching methods, scholarship, or public commentary of an individual or faculty member or the educational, political, artistic or literary expression of students in classrooms and public forums. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

## **VII. Complaints**

Any individual who at the time of the actions complained of was employed by the University, was an applicant for University employment, was enrolled as a student or an applicant for admission at the University, or who was seeking or receiving health care services from the University may file a complaint with the Equal Opportunity Officer for review and/or investigation regarding complaints of discrimination or harassment against University students, faculty, staff, those third parties utilizing University services, or third parties on University premises via email at [EqualOpportunity@rsu.edu](mailto:EqualOpportunity@rsu.edu) or by phone at 918-343-7569.

The Equal Opportunity Officer will make appropriate arrangements to ensure that individuals with disabilities and/or limited English proficiency are provided with services or language assistance needed to file a complaint.

Such complaints must be brought within 365 calendar days of the alleged discriminatory event.

The University investigates complaints consistent with the Investigative Process for Internal Complaints Under the Non-Discrimination Policy, which is available at [Nondiscrimination-Policy-Procedures-RSU.pdf](#).

## **VIII. Reasonable Accommodation/Accessibility and Other Assistance**

Reasonable accommodation with respect to employment matters should be coordinated with the Office of Human Resources by email to [HR@rsu.edu](mailto:HR@rsu.edu) or by calling 918-343-7796 and the individual with the disability. Reasonable accommodation with respect to students should be referred to the Office of Accessibility and Disability Resources by email to [disabilityservices@rsu.edu](mailto:disabilityservices@rsu.edu) or by calling 918-343-6828.

## **IX. Additional Avenues of Recourse**

In addition to filing a complaint under the University's Non-Discrimination Policy, individuals may have additional reporting and legal options depending on the circumstances.

Examples of other potential avenues of redress include:

- Equal Employment Opportunity Commission ([www.eeoc.gov](http://www.eeoc.gov))
- U.S. Department of Justice ([www.justice.gov](http://www.justice.gov))
- U.S. Department of Education, Office of Civil Rights ([www2.ed.gov/ocr](http://www2.ed.gov/ocr))
- Oklahoma Human Rights Commission ([www.ok.gov/ohrc/](http://www.ok.gov/ohrc/))
- Local law enforcement including the Rogers State University Claremore Campus Police, 918-343-7624, [police@rsu.edu](mailto:police@rsu.edu)

Filing internal complaints does not satisfy any potential timing and reporting requirements otherwise required by the above entities or by law.

Effective: September 9, 2025