

**Tennessee Technological University
Policy No. 006**



**Nondiscrimination
Policy**

Effective Date: March 23, 2017

Policy No: 006

Policy Name: Nondiscrimination

I. Purpose

The purpose of this policy is to establish and define Tennessee Tech's nondiscrimination policy.

II. Review

This policy will be reviewed every four years or whenever circumstances require review, whichever is earlier, by the Associate Vice President for Human Resources, in conjunction with University Counsel, with recommendations for revision presented to the Board.

III. Policy

- A.** Tennessee Tech is committed to maintaining an inclusive community that recognizes and values the inherent worth of every person; fosters tolerance, sensitivity, understanding, and mutual respect; and encourages each individual to strive to reach his/her own potential. Tennessee Tech believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life. As such, Tennessee Tech seeks to develop and foster diversity.
- B.** Tennessee Tech views, evaluates, and treats all students, employees and applicants on the basis of their own personal abilities, qualifications, and other relevant characteristics.
- C.** Tennessee Tech does not condone and will not tolerate discrimination against any individual on the basis of race, religion, color, creed, sex, age, national origin, genetic information, disability, veteran status, and any other bases protected by federal and state civil rights law.
- D.** Tennessee Tech is committed to ensuring that all individuals have equal access to its employment opportunities, educational programs, services, and activities.
- E.** In an effort to enforce this policy, the Board delegates authority to the President to create and implement appropriate policies and procedures for Tennessee Tech. Such policies must include non-retaliation provisions that protect individuals who oppose illegal discrimination or participate in investigations pursuant to those policies.

IV. Interpretation

The President or his/her designee has the final authority to interpret the terms of this policy.

V. Citation of Authority for Policy

T.C.A. § 49-8-203(a)(1)(E)

Approved by:

Board of Trustees: March 23, 2017