



## NON-DISCRIMINATION POLICY

It is the policy of Michigan State University College of Osteopathic Medicine to abide by the “Notice of Non-Discrimination” and any related policies of Michigan State University which may be found on the MSU website at: [https://www.hr.msu.edu/policies-procedures/university-wide/ADP\\_policy.html](https://www.hr.msu.edu/policies-procedures/university-wide/ADP_policy.html)

### NOTICE of NON-DISCRIMINATION

- 1) This public "**NOTICE of NON-DISCRIMINATION**" is required by several federal laws and regulations including those implementing Title VI, Title VII, Title IX, Americans with Disabilities Act, Section 504 and the Age Discrimination Act. This notice serves to inform all members of the Michigan State University faculty, staff, student body and guests, that Michigan State University prohibits discrimination on the basis of race, color, national origin, sex, disability, or age in its programs and activities. Following are the applicable federal and state Civil Rights laws that prohibit discrimination:
  - a) **Title I of the Americans with Disabilities Act of 1990** prohibits employment discrimination against qualified individuals with disabilities by employers with 15 or more employees. The U.S. Equal Employment Opportunity Commission and the Office for Civil Rights are the agencies assigned to enforce Title I of the ADA.
  - b) **Title II of the Americans with Disabilities Act of 1990** prohibits disability discrimination by public entities, including public colleges and universities whether or not they receive Federal financial assistance. The Office for Civil Rights (U.S. Department of Education), is the law enforcement agency charged with enforcing Title II of the ADA.
  - c) **Title VI of the Civil Rights Act of 1964** prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving Federal financial assistance and Title VII of the Civil Rights Act of 1964 prohibits discrimination. Programs and activities that receive Federal financial assistance from the United States Department of Education are covered by Title VI. The Office for Civil Rights (U.S. Department of Education), is the law enforcement agency charged with enforcing Title VI.
  - d) **Title VII of the Civil Rights Act of 1964** protects individuals against unlawful employment practices based on their race, color, sex, and national origin. The Civil Rights Act of 1991 significantly extended plaintiffs' rights under Title VII. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing Title VII.
  - e) **Title IX of the Education Amendments of 1972** prohibits discrimination on the basis of sex in education programs or activities and extends to employment and admission to institutions that

receive Federal financial assistance. The Office for Civil Rights (U.S. Department of Education), is the law enforcement agency charged with enforcing Title IX.

- f) **Age Discrimination Act of 1975** protects people from discrimination based on age in programs or activities receiving Federal financial assistance. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing ADA of 1975.
- g) **Age Discrimination in Employment Act of 1967** protects individuals who are 40 years of age or older. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing the ADEA.
- h) **Civil Rights Act of 1991** provides monetary damages in cases of intentional employment discrimination. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing the CRA of 1991.
- i) **Equal Pay Act of 1963** protects men and women who perform substantially equal work in the same establishment from sex-based wage discrimination. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing the EPA.
- j) **Section 504 of the Rehabilitation Act of 1973** protects people from discrimination in admission, employment, treatment or access based on disability in programs or activities receiving Federal financial assistance. The Office for Civil Rights (U.S. Department of Education), is the law enforcement agency charged with enforcing Title VI.
- k) **Executive Order 11246** requires certain government contractors to engage in affirmative action and to not discriminate based on race, sex, or national origin. The Office of Federal Contract Compliance Programs (U.S. Department of Labor) is the agency charged with enforcing the EO 11246 and ensuring that federal contractors are in compliance.
- l) **Michigan Constitution (2006) Article I, Section 206** prohibits discrimination or granting preferential treatment to any individual of group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education or public contracting.
- m) **Elliott-Larsen Civil Rights Act (1976)** of the State of Michigan prohibits "discrimination practices, policies, and customs in the exercise of those rights based upon religion, race, color, national origin, age, sex, height, weight, or marital status." The Michigan Department of Civil Rights is the agency assigned to handle complaints of discrimination.
- n) **Michigan Persons with Disabilities Civil Rights Act of 1976** provides individuals "the opportunity to obtain employment, housing, and other real estate and full and equal utilization of public accommodations, public services, and educational facilities without discrimination because of a disability is guaranteed by this act and is a civil right."

## University Policy

1. The University's Anti-Discrimination Policy cited below prohibits discrimination and harassment against individuals based on characteristics protected under federal and state law, but also prohibits discrimination on the basis of political persuasion, veteran status, sexual orientation, and gender identity

## **MSU Anti-Discrimination Policy**

- 1) MSU Anti-Discrimination Policy (Revised April 2007) prohibits acts of discrimination and harassment against any university community member(s) by inappropriately limiting employment opportunities, access to university residential facilities, or participating in educational, athletic, social, cultural, or other university activities on the basis of age, color, gender, gender identify, disability, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status or weight. Complaints under this policy may be submitted for non-disciplinary adjudication according to the provisions of the "Procedures of the Anti-Discrimination Judicial Board."

## **Federal citations**

- 1) The regulations implementing Title VI, Title IX, Section 504, the Age Discrimination Act, and Title VII contain requirements for recipients to issue notices of nondiscrimination. (See 34 C.F.R. Sections 100.6(d), 106.9, 104.8, 110.25, 41 C.F.R. Sections 60-1.42(a), respectively.) The Title II regulation also contains a notice requirement that applies to all units of government, whether or not they receive federal aid. (See 28 C.F.R. Section 35.106.)