



## **FSU Non-Discrimination Policy & Grievance Procedures**

### **A. Non-Discrimination**

The moral norm which guides conduct and informs policy at the Florida State University (FSU) is responsible freedom. Freedom is an important experience which the university, one of the freest of institutions, provides for all of its citizens: faculty, students, administrators, and staff. Freedom is responsibly exercised when it is directed by ethical standards.

Relations among all persons should be characterized by mutual respect and equality. The university expects each individual to make a special effort to ensure that all are treated with dignity and respect and accorded the full opportunities of the University. Racism, sexism, or other forms of prohibited discrimination, whether in assumptions, attitudes, acts, or policies, are incompatible with the concept of responsible freedom as espoused by the Florida State University.

The Florida State University is, therefore, committed to a policy of nondiscrimination because of race, ethnicity, creed, color, sex, religion, national origin, age, disability, veteran's or marital status. This policy extends to all faculty, students, administrators, staff, employment and enrollment applicants, contractors, and any others who are affiliated with the university. It addresses recruitment, advertising, hiring, training, promotion, demotion or transfer, layoff or termination, rates of pay or other forms of compensation and any other applicable employment conditions.

### **B. Illegal Discriminatory Harassment**

The Florida State University prohibits acts of harassment against faculty, students, administrators or staff on the basis of race, ethnicity, creed, color, sex, religion, national origin, age, disability, veteran's or marital status. This policy covers conduct which presents clear and immediate danger of bringing about injury or substantial abuse to students, faculty or employees, or which substantially interferes with the opportunity of a student to obtain an education, or which creates an intimidating or hostile work or educational environment.

This policy specifically prohibits any act of discriminatory intimidations by threats of imminent violence against individuals on the basis of their race, ethnicity, creed, color, sex, religion, national origin, age, disability, veteran's or marital status.

### **C. Provisions**

(1) Charging Party - The Florida State University supports the right of every student or employee who believes that a violation of university policy for any act of retaliation to be taken against a student or employee because he or she has filed a grievance or rendered testimony. Any aggrieved student or employee is therefore encouraged to openly and freely express his or her grievance through the appropriate procedures without fear of retaliation.

Any employee desiring specific interpretation or clarification of policies or grievance procedures related to possible discrimination or illegal discriminatory harassment may direct an informal inquiry to the Office of Diversity and Compliance in University Human Resources, Suite 6200 University Center A. Any student seeking such interpretation or clarification of policies or grievance procedures may direct an informal inquiry to the Dean of Students, Suite 4300, University Center A and/or Director of Multicultural Affairs, A211 Oglesby Union, as well as the Office of Diversity and Compliance in University Human Resources.

(2) Alleged Offender/Protection of Rights - Determination of policy violation will be made on a case by case basis with all facts and circumstances fully considered. The Florida State University respects the individual rights of all students and employees, and any person alleged to have committed a violation of the university's nondiscrimination or illegal discriminatory harassment policies will be afforded full protection of those rights under applicable laws.