

Sam Houston State University
A Member of The Texas State University System

PRE-29 ~~4~~ Non-Discrimination Policy

NON-DISCRIMINATION POLICY

Sam Houston State University (SHSU or University) is committed to an educational and work environment that provides equal opportunity and access to all qualified persons. SHSU pursuant to and in accordance with applicable federal and state law (including Title VII and Title IX) and institutional values, prohibits discrimination or harassment on the basis of race, creed, ancestry,

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texture/protected hairstyle, pregnancy, sexual orientation, gender identity, or gender expression in employment, educational programs, activities, and

- 3.03 Harassment is a form of discrimination consisting of unwelcome verbal, written, graphic, or physical conduct that:
- 3.03.1 is directed at an

- 5.06 Accommodations for pregnant and parenting students are governed under [PRE-31 Pregnant & Parenting Students](#).
- 5.07 The University encourages student Complainants and Respondents to consult the

8.03.1 email to nondiscrim@shsu.edu

8.03.2 in person at the John W. Thomason Building, Suite 302

8.03.3 mail to:
Office of Title IX & Discrimination Resolution
Box 2542
Huntsville, Texas 77341-2542

8.04 Reports must include:

8.04.1 the & R P S O D L n a n d e Q w a i l v address, and a telephone number where Complainant can be reached during business hours;

8.04.2 names and, if known, contact information to include job title and department of the person or persons alleged to have committed the discriminatory act (the Respondent(s)); and

8.04.3 a description of the alleged discriminatory act or acts in sufficient detail to enable a reviewer to understand what occurred, when it occurred, and the basis for the alleged discrimination (e.g., race, color, national origin, ancestry, citizenship, age, sex, religion, disability, marital status, Y H W H s t a t u s , s e x u a l o r i e n t a t i o n , g e n d e r i d e n t i t y , o r g e n d e r e x p r e s s i o n).

8.05 Every attempt will be made to keep reported information confidential and restricted to only those identified in this policy, individuals that have information related to the inv /Span <</keep reportssion).

8.08.5 informal resolution or other appropriate resolution or remedy has already been achieved or has been offered and rejected.

8.09 Title IX & Discrimination Resolution shall maintain records of reports received and investigations conducted.

to be imposed as soon as possible, but not later than ten (10) business days of the receipt of the finding.

11.03 When a disciplinary action is imposed upon the Respondent, the Respondent may seek review of the disciplinary action only (not to include the finding) through the formal grievance process:

11.03.1 Students may seek due process procedures for a sanction of suspension, expulsion, or dismissal

Training within thirty (30) days from their employment date. This training is web based
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at the end of the course. Follow up training is required every two (2) years thereafter.
Employees who do not complete the required training are subject to disciplinary action up to
and including termination.