

Missouri Western State University  
**Nondiscrimination / Equal Opportunity Policy**  
**University Policies**

Revision Approved: 08/13/2020

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Missouri Western State University (“MWSU”) actively follows a policy of nondiscrimination in its employment practices and educational programs/activities with respect to age, race, color, religion, sex, sex stereotypes, sexual orientation, gender, gender identity or expression, marital status, pregnancy or parental status, national origin, veteran status, genetic information, disability, and all other legally protected classes. This policy applies to employment practices as well as educational programs and activities including athletics, instruction, grading, awarding of student financial aid, recruitment, admission, employment, housing, placement and retention of students, faculty and staff. MWSU pledges continued compliance with all relevant state and federal laws and cooperation with governmental organizations in ensuring equal employment and educational opportunity. More specifically, as a recipient of federal financial assistance for education activities, MWSU is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender.

MWSU also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internal or external to the institution. Sexual harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by MWSU policy.

Any member of the campus community, guest, or visitor who acts to deny, deprive, or limit the educational, employment, residential or social access, opportunities and/or benefits of any member of the MWSU community on the basis of sex is in violation of the this policy.

Any person may report sex discrimination (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by mail, by telephone, or by email, using the contact information listed for the Title IX Coordinator (below). A report may be made at any time (including during non-business hours) by email, telephone, or electronically through the MWSU Title IX website (<https://www.missouriwestern.edu/student-services/titleix>).

Questions regarding Title IX, including its application and/or concerns about non-compliance, should be directed to the Title IX Coordinator. For a complete copy of the policy and for more information, please visit <https://www.missouriwestern.edu/student-services/titleix>.

Individuals with concerns regarding the university’s compliance with this policy or any laws and regulations prohibiting discrimination are to contact the following:

For Nondiscrimination/Equal Opportunity related questions contact:

Director of Human Resources/Equal Opportunity Officer  
Deputy Title IX Coordinator  
Human Resources Office

Room 117--Popplewell Hall  
(816) 271-4587

Individuals who believe they have experienced sex discrimination, harassment, and/or retaliation in violation of MWSU policy should contact the following:

Title IX Coordinator  
Office of Student Affairs  
Room 228--Blum Union  
(816)-271-4432

Director of Human Resources/Equal Opportunity Officer  
Deputy Title IX Coordinator Human Resources Office  
Room 117--Popplewell Hall  
(816) 271-4587

A person may also file a complaint with the appropriate federal, state, or local agency within the time frame required by law. Depending on the nature of the complaint, the appropriate agency may be the federal Equal Employment Opportunity Commission (EEOC), Office for Civil Rights (OCR) of the U.S. Department of Education, the Department of Justice, and/or the Missouri Commission on Human Rights.

Missouri Commission on Human Rights  
3315 W. Truman Blvd., Rm 212  
P.O. Box 1129  
Jefferson City, MO 65102-1129  
Phone: 573-751-3325  
Toll-Free Complaint Hotline: 1-877-781-4236  
Relay Missouri: 711  
Relay Missouri: 1-800-735-2966 (TDD)  
Fax: 573-751-2905  
[mchr@labor.mo.gov](mailto:mchr@labor.mo.gov)

Office for Civil Rights (OCR)  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, D.C. 20202-1100  
Customer Service Hotline #: (800) 421-3481  
Facsimile: (202) 453-6012  
TDD#: (877) 521-2172  
[OCR@ed.gov](mailto:OCR@ed.gov)  
Web: <http://www.ed.gov/ocr>

*Kansas City Office*  
U.S. Department of Education  
One Petticoat Lane  
1010 Walnut Street, Suite 320  
Kansas City, MO 64106  
Telephone: (816) 268-0550

Fax: (816) 268-0559  
[OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov)

For complaints involving employees:  
[Equal Employment Opportunity Commission \(EEOC\)](#)

Gateway Tower II  
400 State Ave., Suite 905  
Kansas City, KS 66101  
Phone: 1-800-669-4000  
Fax: 913-551-6957  
[info@eeoc.gov](mailto:info@eeoc.gov)

Within any resolution process related to this policy, MWSU provides reasonable accommodations to persons with disabilities and religious accommodations, when that accommodation is consistent with state and federal law.

For Section 504 of the Rehabilitation Act of 1973—ADA related questions contact:

Accessibility Resource Center Coordinator  
Accessibility Resource Center Room  
203N - Eder Hall  
(816) 271-4327

**For Students:**

Coordinator of Accessibility, Commuter, and Non-Traditional Center  
Accessibility Resource Center  
Room 234 – Blum Union  
(816) 271-4330

**For Employees:**

Director of Human Resources/Equal Opportunity Officer  
Deputy Title IX Coordinator  
Human Resources Office  
Room 117 -- Popplewell Hall  
(816) 271-4587

Toll free numbers for Relay Missouri are 711 or 800-735-2966 for TTY, and 866-735-2460 for voice callers.

**RETALIATION:**

No person who initiates either an informal report or a formal complaint, honestly and in good faith, shall be punished or otherwise retaliated against for initiating such procedures even if such report and/or complaint is determined to be invalid or unsubstantiated. Similarly, witnesses and other individuals who participate, honestly and in good faith, in the investigation with regard to such complaints, shall not be punished or otherwise retaliated against.

Retaliation is a separate and independent violation of university policy and will be reported and handled in the same manner as incidents of discrimination and harassment.

Any individual who believes they have experienced or witnessed retaliation should immediately notify the appropriate member(s) of the administration as identified in this policy.

**NONDISCRIMINATION/EQUAL OPPORTUNITY POLICY DISSEMINATION:**

The following actions are to insure that individuals are aware that Missouri Western State University is an Equal Opportunity institution.

1. The Nondiscrimination/Equal Opportunity Policy will be included in the Policy Guide, the University Catalog, and the Student Handbook as well as employee and student orientation materials.
2. The phrase “equal opportunity” will be part of all job advertisements and University advertising. Equal Opportunity posters will be displayed conspicuously on campus.
3. All persons involved in hiring process, including members of search committees, will be provided with information on Nondiscrimination/Equal Opportunity practices.
4. All employees will be required to complete educational training upon hire and thereafter as directed by the Administration. Failure to comply with the required training may be considered gross misconduct and subject the employee to discipline up to and including dismissal.

**NONDISCRIMINATION/EQUAL OPPORTUNITY COMMITTEE:**

A Nondiscrimination/Equal Opportunity committee is appointed by the President and consists of the following: Equal Opportunity Officer ex-officio, Title IX Coordinator, Section 504/ADA Coordinator, Registrar, one standing faculty representative, and one standing Staff Representative.

This Committee has the following responsibilities:

1. To affirm and extend the University’s commitment to the principles of equal employment and educational opportunities.
2. To recommend and evaluate policies and/or procedures related to nondiscrimination/equal opportunity.
3. To promote awareness regarding the principles and policies of nondiscrimination/equal opportunity at Missouri Western.
4. To serve as a vehicle to express equal opportunity concerns of employees and students to the administration, and to recommend solutions.
5. To participate in the investigative procedures for discrimination complaints. (See Nondiscrimination / Equal Opportunity Policy Procedures for Reporting and Investigating Complaints )

**REMEDIES:**

The Nondiscrimination/Equal Opportunity Committee may recommend disciplinary action consistent with the category of individual (faculty, staff, or student as referenced in the Student Code of Conduct) found guilty of the discriminatory action. An individual found guilty of blatant discriminatory action(s)

may have their conduct considered gross misconduct or moral turpitude and may be subject to discipline up to and including immediate dismissal.

### **POLICY SHORT BLURB format**

Missouri Western State University actively follows a policy of nondiscrimination in regard to age, race, color, religion, sex, sex stereotypes, sexual orientation, gender, gender identity or expression, marital status, pregnancy or parental status, national origin, veteran status, genetic information, disability, and all other legally protected classes. This policy applies to employment practices as well as educational programs and activities including athletics, instruction, grading, awarding of student financial aid, recruitment, admission, employment, housing, placement and retention of students, faculty and staff. MWSU also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internally or externally.

- Questions and reports of discrimination, questions regarding the university's compliance with this policy or any laws and regulations prohibiting discrimination should be directed to the Director of Human Resources/Equal Opportunity Officer (<https://www.missouriwestern.edu/hr/>).
- For Section 504 of the Rehabilitation Act of 1973 and ADA related questions contact the Accessibility Resource Center Coordinator (<https://www.missouriwestern.edu/student-services/arc/>).
- Reports of misconduct, questions regarding Title IX, and concerns about noncompliance should be directed to the Title IX Coordinator. For a complete copy of the policy or for more information, please contact the Title IX Coordinator (<https://www.missouriwestern.edu/student-services/titleix>) or the Assistant Secretary of Education with the Office for Civil Rights (OCR).  
[\[https://www2.ed.gov/about/offices/list/ocr/index.html\]](https://www2.ed.gov/about/offices/list/ocr/index.html)