

# NON-DISCRIMINATION

---

## Non-Discrimination Policy Statement

Kettering University, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action.

Kettering University is deeply committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation including gender identity or expression, disability, religion, height, weight, genetic information, or veteran status in employment, educational programs and activities, and admissions except where religion, sex, or age are bona fide job related employment requirements.

Discrimination on the basis of race/ethnicity, color, ancestry, religion, national origin, sex, including marital status, age, disability, or status as a Vietnam-era veteran, special disabled veteran, recently separated veteran or other protected veteran is prohibited by federal and state statutes as amended, including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Pregnancy Discrimination Act of 1978, the Age Discrimination in Employment Act of 1978, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Americans with Disabilities Act of 1990, and the Civil Rights Act of 1991.

Inquiries or grievances may be addressed to the Director of Human Resources, Office of Human Resources, 1700 University Avenue, Flint, MI 48504, 810-762-9500.

### Title IX Statement

It is the policy of Kettering University to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the University's educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. The Title IX coordinator and the deputy coordinator have been designated to oversee Kettering's compliance with Title IX and to respond to reports of violations. For more information about Title IX, go to Kettering's Title IX website. A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting the U.S. Department of Education's website or calling 800-421-3481.