

NONDISCRIMINATION

A. Background

Furman University can best fulfill its purpose and goals if its employment and admission practices are based on the recognition of merit, are equitable, and are designed to attract and develop the best suitable talent with the desired qualifications. Furman affirms its commitment to diversity and inclusion.

B. Policy

Furman University does not unlawfully discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, age, religion, veteran status or any other characteristic or status protected by applicable local, state or federal law in admission, treatment, or access to or employment in, its programs and activities.

The following individuals have been designated to handle inquiries regarding Furman University's nondiscrimination policies.

- Inquiries concerning nondiscrimination on the basis of sex may be referred to **Furman University's Title IX Coordinator** (or to the U.S. Department of Education's Office for Civil Rights (District of Columbia Office)). Furman University's Title IX Coordinator is Melissa Nichols, Title IX and ADA Coordinator, whose office is located in Suite 215 of the Trone Center, 3300 Poinsett Highway, Greenville, SC 29613. Ms. Nichols may be contacted by phone at 864-294-2221 or by email at melissa.nichols@furman.edu.
- Inquiries concerning nondiscrimination on the basis of a student's disability may be referred to **Furman University's Director of Accessibility Resources**, Judy Bagley. Ms. Bagley's office is located in the Student Office of Accessibility Resources (Room 002 of the Earle Infirmary), 3300 Poinsett Highway, Greenville, SC 29313. Ms. Bagley may be contacted by phone at 864-294-2320 or by email at judy.bagley@furman.edu.
- All other inquiries concerning nondiscrimination may be referred to **Furman University's Assistant Vice President for Human Resources**, Robert Bierly. Mr. Bierly's office is located in the Office of Human Resources (in the Lay Physical Activities Center (the PAC)), 3300 Poinsett Highway, Greenville, SC 29613. Mr. Bierly may be contacted by phone at 864-294-2217 or by email at robert.bierly@furman.edu.

C. Guidelines

1. The President assumes overall responsibility for implementation of and compliance with the nondiscrimination laws and practices.

2. It is the responsibility of all administrative officers to support Furman's commitment to nondiscrimination and equal opportunity.

3. Primary responsibility for compliance with nondiscrimination rests with the Assistant Vice President for Human Resources, the Vice President for Academic Affairs, the Associate Vice President for Admission, and the Vice President for Student Life. These four officers are charged with the following duties:

- a. To identify and correct any practices that are inconsistent with this policy.
- b. To establish strategic initiatives to eliminate any discovered institutional deficiencies.
- c. To seek available members of groups not adequately represented.
- d. To establish standards and procedures governing all employment practices.
- e. To investigate instances of alleged discrimination and take corrective action as warranted.

4. The President appoints the Assistant Vice President for Human Resources to assist in the development and implementation of related initiatives. The Assistant Vice President for Human Resources is designated as the institution's Equal Opportunity Officer. This officer monitors the establishment and attainment of goals for recruitment, hiring and promotion of employees, and student life activities and programs. This officer submits periodic status reports to appropriate parties.

5. The Vice President for Academic Affairs will ensure that nondiscrimination and equal opportunity exist for faculty and applicants, and will establish, as warranted, diversity initiatives in faculty recruitment, programs, and activities.

6. The Associate Vice President for Admission will ensure that all activities associated with the admission process are nondiscriminatory.

7. The Associate Vice President for Financial Aid will ensure that all activities associated with the awarding of financial aid are nondiscriminatory.

8. The Vice President for Student Life will ensure that nondiscrimination exists for students in areas including housing, student activities, counseling, and programs.

9. In employment decisions, assignment to a particular title or rank shall be made in a nondiscriminatory manner.

10. The employment of students shall be conducted in the same nondiscriminatory manner as all other employment.

11. A present employee, former employee, student, applicant for employment, or applicant for admission to Furman University who believes that he or she has been subjected to discriminatory action may file a complaint. Complaints should be filed in accordance with procedures in File [153.1](#) (faculty), File [833.1](#) (staff) or the Student Handbook.

12. Employees, applicants, students, spectators, participants, and visitors who are disabled and need accommodation should contact the ADA Compliance Officer with their accommodation requests. The ADA Compliance Officer or designee will review request and will assist in providing reasonable accommodation, consistent with the requirements of law. See File 107.4 or the student ADA policy in the Student Handbook.

13. Employment advertising, employment applications, and related brochures shall include a statement indicating that Furman University is an equal opportunity employer.

14. See Policies [094.1](#) (Harassment) and Furman's Sexual Misconduct Policy for additional information on nondiscrimination.