



# KENTUCKY STATE UNIVERSITY POLICIES AND PROCEDURES

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**POLICY TITLE:**

**Equal Opportunity Policy**

**VOLUME, SECTION & NUMBER:****ENTITIES AFFECTED:**

**Staff**

**Faculty**

**Students**

**Contractors**

**ADMINISTRATIVE AUTHORITY:**

**Office of Human Resources**

**APPROVED BY:**

**Office of the President**

**EFFECTIVE DATE:**

**July 8, 2024**

**REVISED FROM:**

**2013 Human Resources Policy Manual**

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**POLICY STATEMENT:**

Kentucky State University (KSU) is committed to providing equal employment opportunities for all persons, regardless of economic or social status, and will not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, military service status, physical or mental disability, age, or any other protected status, absent a bona fide occupational qualification.

**DEFINITIONS:****Discrimination**

Discrimination is any action or behavior that results in negative or disparate treatment of an individual based upon the statuses listed in the policy statement.

## **SCOPE:**

All KSU employees shall be held accountable for compliance with this policy. Equal opportunity extends to all aspects of the employment relationship, including hirings, transfers, promotions, trainings, terminations, working conditions, compensations, benefits, and any other terms and conditions of employment. KSU complies with all state and federal equal employment opportunity laws and strives to keep the workplace free from all forms of harassment. KSU considers any form of harassment to be a serious offense.

## **RELATED POLICIES:**

Discrimination and Harassment Policy

## **STATUTORY AND REGULATORY REFERENCES:**

Age Discrimination in Employment

Equal Pay Act of 1963

Title VII of the Civil Rights Act of 1964, as amended

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