



## **UNIVERSITY DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Coastal Carolina University is committed to ensuring that all persons are able to learn, work and enjoy a workplace, educational and living environment that is free from discriminatory harassment, treatment or services. The policy of equality extends to both the employment practices and administration of programs and activities within the university. It applies to: (1) persons who wish to participate in and benefit from programs and activities along with those who are now participants; and (2) persons seeking employment and those employed.

Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, the Age Discrimination in Employment Act of 1967 and The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), and the Genetic Information Non-Discrimination Act of 2008, provide for certain previously excluded or neglected classes of people to share fully in the American way of life. Discrimination based on race, color, religion, sex, national origin, age, genetic information, mental or physical disability or status as a disabled veteran or veteran of the Vietnam era is prohibited. In addition, Coastal Carolina University prohibits discrimination due to sexual orientation, gender identity and gender expression. It is the policy of Coastal Carolina University that no person be excluded from participation in, or be denied the benefits of, or in any way be subject to, discrimination in any program or activity of the University. It is also the policy of the University to recruit, hire, train and promote employees without unlawful discrimination.

Furthermore, it is the intention of the University to take affirmative action to reach and sustain parity. This is to extend to all levels and phases of personnel administration such as: recruitment or recruitment advertising, testing, hiring, training, promotion, transfer, leave, compensation, selection for supervisory positions and administration of employee reduction-in-force and benefit programs.

To carry out this practice, the University has developed an Affirmative Action Plan, which establishes employment goals and benchmarks for reaching these goals. It further endorses the specific goals adopted toward this end, including those actions and goals contained in our Affirmative Action Plan. The achievement of the goals and the interim benchmarks as specified in the Affirmative Action Plan have been adopted as the official policy of the institution.

Paramount to the success of the University's Affirmative Action Program is its administration. President DeCenzo has designated Kim Sherfese, EEO Officer, responsible for the administration of the University's Affirmative Action Program. This responsibility, as well as other policy contents, is reaffirmed through signature of the Chairperson of the Board of Trustees and President.

This policy shall be posted in places conspicuous to all members of the faculty, staff, and student body; it shall be communicated to all applicants for employment and admission; and it shall be given such external dissemination as is necessary to inform and secure the cooperation of individuals and organizations constituting sources of employment and student referrals to the University.

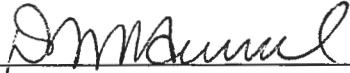
Questions regarding applicable laws and regulations are encouraged to contact:

Kim Sherfese, EEO Officer  
Human Resources and Equal Opportunity  
The Prudential Building 106  
P.O. Box 261954  
Conway, SC 29528  
843-349-2036

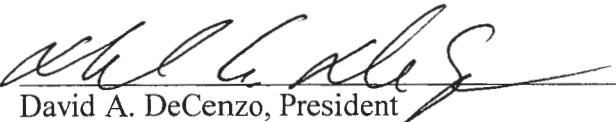
Complaints of discrimination may be addressed to:

Denise Perez, EEO Investigator/Title IX Coordinator  
University Compliance and Human Resources  
Kearns Hall 104B  
P.O. Box 261954  
Conway, SC 29528  
843-333-6229

For further assistance on the notice of non-discrimination, find the address and phone number of the office that serves your area at <https://wdcrobcolp01.ed.gov/cfapps/OCR/contactus.cfm> or call 1-800-421-3481.

  
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D. Wyatt Henderson, Chairman  
Coastal Carolina University Board of Trustees

8/11/2016  
Date

  
\_\_\_\_\_  
David A. DeCenzo, President  
Coastal Carolina University

8/11/2016  
Date