



University Policies and Procedures

06-01.00 - PROHIBITING DISCRIMINATION ON THE BASIS OF RACE, COLOR, RELIGION, AGE, NATIONAL ORIGIN, SEX AND DISABILITY

- I. Policy Statement:** Towson University's President has delegated authority to implement this policy to the Assistant to the President for Diversity. Accordingly, the University establishes this policy to prohibit discrimination, to establish the responsibilities of the Fair Practices Officer (reporting directly to the Assistant to the President for Diversity) in connection with this policy, to establish a complaint procedure to investigate allegations of discrimination, and to provide for appropriate discipline for persons who violate this policy.
- II. Reason for Policy:** Towson University ("University") is committed to providing equal educational and employment opportunity in compliance with the University System of Maryland ("USM") Policy on Affirmative Action and Equal Opportunity, VI-1.00. All University policies, programs, and activities shall conform to USM policies on non-discrimination and to applicable federal and state laws on non-discrimination regarding race, color, religion, age, national origin, sex and disability, including, but not limited to Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the 1972 Education Amendments, and Section 504 of the Rehabilitation Act of 1973.
- III. Definitions:**
- IV. Responsible Executive and Office:**
Responsible Executive: Assistant to the President for Diversity

Responsible Office: Fair Practices
- V. Entities Affected by this Policy:** University students, faculty and staff.
- VI. Procedures:**
 - A. General
 1. Notification of Policy Requirement:

This policy is available on the University policy web site at

<http://www.towson.edu/policies>.

In the event an employee reports an alleged violation of this policy to a supervisor, department head, dean, chair, or any other administrator in the employee's direct line of supervision, that person shall promptly refer the employee to the Fair Practices Officer, and/or personally notify the Fair Practices Officer. The Fair Practices Officer shall then notify the complaining employee (the "Complainant") of the policy prohibiting discrimination and of the procedures for filing a complaint, or verify that the Complainant already has this information.

2. Prohibition Against Retaliation:

Retaliation against a Complainant or a person who provides information in support of a Complainant is prohibited. Any person who retaliates against a Complainant or a person who provides information in support of a Complainant shall be subject to disciplinary action as provided in this policy.

3. Other Applicable Policies:

In addition, see Towson University Policy Prohibiting Discrimination on the Basis of Sexual Orientation and Towson University Policy Prohibiting Sexual Harassment. These policies are available on the University policy web site <http://www.towson.edu/policies>.

B. Scope

1. General:

This policy shall apply to the University community. The term "University community" is defined to mean University students, faculty and staff.

This policy prohibits discrimination in employment, job placement, promotion or other economic benefits on the basis of race, color, religion, age, national origin, sex or disability; discrimination in criteria for eligibility for access to residence, or for admission to and otherwise in relation to educational, athletic, social, cultural or other activities of the University because of race, color, religion, age, national origin, sex or disability, except as provided in section 2 below.

2. Special Conditions:

The following actions do not constitute discrimination under this policy:

- a. Compliance with federal state or county laws and regulations, or actions such as separate housing or other facilities for men and women; establishing separate athletic teams when required by athletic conference regulations; or permitting political, religious and ethnic/cultural clubs.
- b. The University may establish bona fide job qualifications or qualifications required for the fulfillment of bona fide educational or other institutional goals. Complaints concerning the legitimacy of such qualifications may be the subject of other University procedures.

C. Complaint Procedures

1. Generally:

Individuals subjected to an incident of discrimination on the basis of race, color, religion, age, national origin, sex or disability should be aware that there are many ways to bring it to the attention of the University and, where proper, obtain redress or protection.

Classified and associate staff, and academic administrators may complain of discrimination on the basis of race, color, age, national origin, sex or disability to their department chair, department director, supervisor, Human Resource's Employee/Employer Relations Manager, or the Fair Practices Officer. Prior to taking any action, the office receiving the complaint shall immediately notify the Office of Diversity and Equal Opportunity that a complaint has been filed. In accordance with state law, and police department policies and procedures, complaints against a sworn police officer will be handled as an internal police investigation. The police department will notify the Office of Diversity and Equal Opportunity of any such investigation and its outcome.

The Office of Diversity and Equal Opportunity offers both informal and formal procedures for resolving a complaint of discrimination to employees, students and faculty. A complaint against a student will typically be referred to the Office of Student Conduct and Civility Education. For purposes of this policy, "students" include full time and part time students and continuing education students who are currently enrolled at the University.

Complaints reported to the Office of Diversity and Equal Opportunity shall be retained by the Fair Practices Officer in a confidential file, separate from any other personnel or student files. The confidential file should include the name of the Complainant, the name of the person alleged to have violated this policy (the "Respondent"), the nature of the complaint, incident date(s), witnesses and any other information relevant to the incident.

The University is committed to taking appropriate action against persons who violate this policy, but ultimately, it may not be able to satisfactorily investigate or resolve a particular complaint without the initiative and continuous cooperation of the person who feels injured.

2. Filing a Complaint:

Complaints alleging discrimination or retaliation in violation of this policy must be made within one hundred twenty (120) days following an alleged incident of discrimination or retaliation. The Fair Practices Officer may waive the 120-day period upon a showing of good cause. Upon receipt of the complaint, the Fair Practices Officer will arrange to speak with the Complainant to discuss whether to resolve the complaint informally or to proceed with formal complaint procedures.

a. Informal Resolution.

The Complainant may elect informally to resolve a complaint. The purpose of an informal resolution is not to determine whether or not discrimination has occurred, but to eliminate the alleged discrimination by conference, conciliation and persuasion. In the event an informal resolution is reached, the Fair Practices Officer may, in his or her discretion, summarize the resolution in writing and file it, after it is signed by the Complainant, Respondent and Fair Practices Officer. In the event either the Complainant or the Respondent requests a copy of any such written summary, a written request shall be made. Either the Complainant or the Fair Practices Officer may elect to proceed with a formal resolution of the complaint at any time before an informal resolution is reached. In the event the Complainant elects formal resolution, the election shall be made in writing, as provided in paragraph 2.b. below.

b. Formal Resolution.

The Complainant should set forth in writing the facts or omissions giving rise to the alleged discrimination or retaliation including the date(s) the alleged conduct occurred, the name(s) of the person(s) alleged to have violated this policy, the name(s) of person(s) having knowledge of the alleged violation(s), and any supporting documentation. The Fair Practices Officer shall investigate the complaint; however, if the Fair Practices Officer is the subject of the complaint, then the University's attorney and/or the Office of the Attorney General ("Counsel") or the Assistant to the President for Diversity shall investigate the complaint. The investigation may include discussions with the Respondent. During the investigation, the Fair Practices Officer shall be given access to any information that relates or pertains to the complaint. The Respondent shall cooperate during the investigation by being available during reasonable business hours to discuss the complaint and to make available the information requested by the Fair Practices Officer. No information shall be denied the Fair Practices Officer absent good cause. In the event the Fair Practices Officer is denied information or the Respondent refuses to cooperate during the investigation, the Fair Practices Officer shall seek the advice of Counsel regarding the denial or the refusal to cooperate. Counsel shall then review the matter and advise whether the information should be disclosed or whether the Respondent must cooperate. Refusal to provide the Fair Practices Officer the requested information or to cooperate following Counsel's opinion that the information should be disclosed or that Respondent's cooperation is necessary may constitute a violation of this policy.

The Fair Practices Officer shall, within 90 days following the date the Complainant elects to proceed formally, submit to the President proposed findings of fact and the conclusions addressing whether this policy has been violated. The Fair Practices Officer may submit the results of the investigation to Counsel for legal review before submitting his/her proposed findings and conclusions to the President. The President may accept, reject or modify the findings and conclusions of the Fair Practices Officer. The Complainant and the Respondent will be sent a formal letter of finding informing them of the findings and conclusions of the investigation.

c. Appeal of Formal Resolution.

Following receipt by the parties of the President's formal letter of finding, as described in the paragraph above, either the Complainant or the Respondent may appeal the President's decision. The appeal must be in writing and submitted to the president within ten (10) working days from the date of the President's formal letter of finding. The President may decide the appeal or may request an independent review of the appeal. In the event the President requests an independent review, he/she shall determine the nature and scope of the review and the specific questions to be addressed by the independent reviewer. The President's decision following any such appeal and independent review, if any, shall be final.

3. Confidentiality:

The Complainant, the Respondent, witness or any other person involved in the investigation or resolution of a complaint may disclose information only to those persons necessary to the filing, investigation and disposition of the complaint under this policy. Failure to exercise care in the disclosure of information is a violation of this policy and may result in disciplinary action as more particularly provided in this policy.

4. Good Faith Requirement:

Allegations of discrimination are serious, with potential for great harm if made without justification. Accordingly, it is a violation of this policy for an individual to file a complaint without justification or in bad faith. An individual found to have filed a complaint without justification or in bad faith has violated this policy and will be subject to disciplinary action.

5. Other Violations of the Policy:

The President may determine that an employee has violated this policy though no complaint has been filed. The President shall notify the employee of any such violation(s) in writing and the discipline, if any, to be imposed.

The Fair Practices Officer may, on his or her own motion, identify policies, practices or patterns of behavior which may reflect discrimination prohibited by this policy, or by the sexual

harassment or sexual orientation policy, and call these to the attention of the appropriate officials of the unit involved and recommend appropriate action. The Fair Practices Officer shall endeavor by negotiation to eliminate the alleged discrimination. Where such efforts fail, the Fair Practices Officer may on his or her own motion report the matter to the President.

6. Forum:

Complainants under this policy shall be required, as a condition precedent, to waive any alternative campus administrative procedure that may be available. A complaint which has been heard under some alternative campus procedure cannot subsequently be heard under the procedure of this policy. In the case of a complaint heard under the non-exempt employee grievance procedure, this restriction shall apply only when the complaint has entered Step II of that procedure.

D. Discipline

Discipline, including termination, may be imposed for violating this policy. If the employee found to be in violation of this policy ("Violator") is a classified employee, whether exempt or non-exempt, any discipline shall be imposed in accordance with USM policies relating to the discipline of classified employees. If the Violator is an exempt regular employee any discipline shall be imposed in accordance with USM and University policies relating to regular exempt employees. If the Violator is a tenured or tenure-track faculty member, or a person with seven or more years of continuous service as a full time instructor or lecturer, any discipline shall be imposed pursuant to USM and University policies on Appointment, Rank and Tenure. If Violator is a student any discipline shall be imposed pursuant to the Student Code of Conduct.

Unless another relevant policy (as described above) specifies a different procedure, the University President shall impose the discipline, if any, by informing the Violator in writing of the discipline and the reasons supporting it.

E. External Filing Procedures

The Fair Practices Officer shall ensure that each complainant is informed of his/her right to file the complaint with the appropriate state and federal agencies. A person wishing to file a formal complaint with an external agency may do so with one of the following agencies:

Equal Employment Opportunity Commission (EEOC)
1801 L Street, M.W.
Washington, D.C. 20507

Equal Employment Opportunity Commission (EEOC)
10 Howard Street, Third Floor
Baltimore, Maryland 21201

Maryland Commission on Human Relations
20 East Franklin Street
Baltimore, Maryland 21202

United States Department of Education
Office for Civil Rights
3535 Market Street, Room 6300
Philadelphia, Pennsylvania 19104-3326

In the event the Complainant files an external complaint with a state or federal agency, he/she must contact that agency to determine the filing requirements and time limitations.

Related Policies: USM Policy VI-1.00
TU Policy 06-01.05
TU Policy 06-01.20

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Approved by: President's Council 12/11/2001