



## **I. Policy Title**

Non-Discrimination and Anti-Harassment Policy

## **II. Policy Purpose**

This policy provides Fort Valley State University (the “University”) students and employees with protection from discrimination, harassment, and retaliation to the full extent of the law. The categories of protected status reflect those found in federal non-discrimination statutes such as the Age Discrimination in Employment Act, Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, and the Uniformed Services Employment and Reemployment Act. Of course, the Board of Regents and all USG institutions comply with all applicable federal and state laws as well as applicable rules, regulations, and court decisions that interpret them.

## **III. Policy Application and Effective Date**

This policy applies to all employees, students, community members, and any individuals participating in or attempting to participate in the University’s education program or activities or seeking admission or employment to the University.

## **IV. Policy Statement**

Equal opportunity and decisions based on merit are fundamental values of the University System of Georgia (“USG”) and the University. To that end, and in accordance with federal and state law, the University prohibits discrimination on the basis of an individual’s age, color, disability, genetic information, national origin, race, religion, sex, or veteran status (“protected status”). No individual shall be excluded from the participation in, denied the benefits of, or otherwise subjected to unlawful discrimination, harassment, or retaliation under, any FVSU program or activity because of the individual’s protected status; nor shall any individual be given preferential treatment because of the individual’s protected status, except that preferential treatment may be given on the basis of veteran status when appropriate under federal or state law.

**V. Responsible Parties and Contact Information**

<b>Party</b>	<b>Office</b>	<b>Phone/Email/URL</b>
Chief Human Resource Officer	Office of Human Resources	(478) 825-6301 hrfvsu@fvsu.edu
General Counsel	Legal and Government Affairs	(478) 825-4350 legalaaffairs@fvsu.edu

**VI. Related Documents and Resources**

Intentionally left blank.

**VII. Policy History and Revisions**

<b>Date</b>	<b>Notes</b>
3.27.26	Revised to be in compliance with Board of Regents Policy 6.06 Non-Discrimination and Anti-Harassment Statement.