

## **Equal Opportunity/Affirmative Action Statement**

Kentucky State University is an Equal Opportunity/Affirmative Action employer and educational institution and does not discriminate on the basis of age (40 and over), color, creed, disability, ethnicity, gender expression, gender identity, marital status, national origin, political belief, pregnancy, race, religion, sex, sexual orientation, or veteran status in the admission to, or participation in, any educational program or activity (e.g., athletics, academics and housing) which it conducts, or in any employment policy or practice.

Any complaint arising by reason of alleged discrimination should be directed to the Office of Human Resources, Kentucky State University, Academic Services Building 429, Frankfort, Kentucky 40601, (502) 597-6667, or the U.S. Department of Education, Office for Civil Rights, 400 Maryland Avenue, SW, Washington, DC. 20202, 1-800-421-3481 (V), 1-800-877-8339 (TTY).

The Title IX Office is charged with the University's compliance with Title IX of the Educational Amendments of 1972. Sexual harassment and sexual assault are forms of sex discrimination that are prohibited by Title IX and may include off campus conduct of such nature. The Office of Human Resources is charged with the University's compliance with Title VII of the Civil Rights Act of 1964. Inquiries concerning compliance are coordinated through:

**Michael DeCourcy, Interim Title IX Coordinator:**

Hume Hall Suite 102 / 207 University Drive, Frankfort, KY 40601  
Phone: (502) 597-5500 Email: michael.decourcy@kysu.edu

**Candace Raglin, Director, Office of Human Resources:**

ASB 429A / 400 E. Main Street, Frankfort, KY 40601  
Phone: (502) 597-6667 Email: candace.raglin@kysu.edu

## **Veterans Statement**

It is the policy of the University that there shall be no discrimination in employment, including recruitment, hiring, promotion, compensation and any other condition, or privilege of employment, on the basis of status as a disabled veteran, recently separated veteran (as defined by P.L. 107-288), veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, or veteran who participated in a US military operation for which an Armed Force Services Medal was awarded pursuant to EO 12985, with regard to any position for which such individual may be qualified. This policy is intended to be in compliance with the University's obligation as a federal contractor under the Vietnam Era Veteran's Readjustment Assistance Act, specifically 38 USC Sec. 4212, and its implementing regulations, 41 CFR 60-250. Any complaint arising by reason of alleged discrimination shall be directed to: Office of Human Resources, Kentucky State University, Academic Services Bldg., Room 429, Frankfort, Kentucky 40601, (502) 597-6667.