

# Equal Opportunity Statement

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Eastern Kentucky University is an Equal Opportunity employer and educational institution and does not discriminate on the basis of age (40 and over), race, color, religion, sex, sexual orientation, gender identity, gender expression, pregnancy, ethnicity, disability, national origin, veteran status, or genetic information 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 Institutional Equity, Eastern Kentucky University, Jones Building 416, Richmond, Kentucky 40475, (859) 622-8020, 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 Office of Institutional Equity 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 Institutional Equity is charged with the University's compliance with Title VI and Title VII of the Civil Rights Act of 1964. Inquiries concerning compliance are coordinated through:

**Carlin C. Conway, Director, Office of Institutional Equity & Title IX Coordinator:**

Jones 416/ 521 Lancaster Avenue, Richmond, KY 40475

Phone: (859) 622-3541/Email: [carlin.conway@eku.edu](mailto:carlin.conway@eku.edu)

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David McFaddin  
President



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Carlin C. Conway  
Director of the Office of Institutional Equity &  
Title IX Coordinator

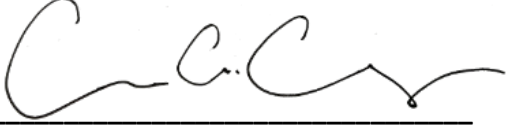
# Veterans Statement

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It is the policy of Eastern Kentucky 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 Forces Service 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, and the Jobs for Veterans Act, P.L. 107-288. Any complaint arising by reason of alleged discrimination shall be directed to: Office of Institutional Equity, Eastern Kentucky University, Jones Building 416, Richmond, Kentucky 40475, (859) 622-8020.

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**David McFaddin**  
President



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**Carlin C. Conway**  
Director of the Office of Institutional Equity &  
Title IX Coordinator

# Kentucky Pregnant Workers Act

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The Kentucky Pregnant Workers Act ("KPWA"), KRS 344.030 to 344.110, effective June 27, 2019, expressly prohibits employment discrimination in relation to an employee's pregnancy, childbirth, and related medical conditions. In addition, under the KPWA it is unlawful for an employer to fail to make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or related medical conditions who requests an accommodation, *including but not limited to*: (1) the need for more frequent or longer breaks; (2) time off to recover from childbirth; (3) acquisition or modification of equipment; (4) appropriate seating; (5) temporary transfer to a less strenuous or less hazardous position; (6) job restructuring; (7) light duty; modified work schedule; and (8) private space that is not a bathroom for expressing breast milk.

Any complaint arising by reason of alleged discrimination shall be directed to: Office of Institutional Equity, Eastern Kentucky University, Jones Building 416, Richmond, Kentucky 40475, (859) 622-8020. External complaints shall be directed to: The Kentucky Commission on Human Rights, 332 W. Broadway, STE 1400, Louisville, Kentucky 40202; (800) 292-5566 (phone); (502) 595-4801 (FAX); [kchr.mail@ky.gov](mailto:kchr.mail@ky.gov); [kchr.ky.gov](http://kchr.ky.gov).