

 <p><b>SOUTHEAST MISSOURI STATE UNIVERSITY · 1873</b></p>	<p align="center"><b>BUSINESS POLICY AND PROCEDURE MANUAL</b></p>	Date Issued:  12/14	Revision Date:	Page: 1 of 1
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**GENERAL STATEMENT OF POLICY**

Southeast Missouri State University is committed to fostering a safe, healthy and civil learning and working environment that is free from all forms of discrimination based on sex/gender, and to promoting an environment of personal integrity and mutual respect for all members of the University community. The goals of this policy are to prevent all forms of sex discrimination, to promptly address and remedy such discrimination if it occurs, and to prevent its recurrence.

It is the policy of Southeast Missouri State University to comply with Title IX of the Education Amendments Act of 1972, which states that “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.” Title IX and this policy prohibit all forms of discrimination based on sex, sexual orientation and gender identity, including sexual harassment and sexual misconduct/sexual violence. Retaliation against any member of the University community who has reported or asserted a claim regarding such conduct or who assists in making or investigating any such claims is also prohibited and is considered a serious violation of this policy and Title IX.

The prohibition in Title IX and this policy against any form of sex/gender discrimination applies to all students, administrators, faculty and staff, applicants for employment and admission, and to third party visitors to the campus. It extends to all aspects of the University’s educational programs and activities, including, but not limited to, admission, employment, athletics, academics, housing, and student financial aid programs.

The University will maintain complaint resolution procedures implementing this policy in compliance with Title IX, will promptly investigate all complaints of sex discrimination, sexual harassment and sexual misconduct/sexual violence, will take appropriate steps to provide prompt and equitable resolution, and with due respect for the rights of all concerned. If it is determined that a violation of this policy has occurred, the University will take effective remedial action, and will take steps to provide support and resources, as appropriate, to address the effects of the conduct.

The Vice President for Finance & Administration and the Vice President for Enrollment Management & Student Success shall be responsible for issuing and maintaining operating procedures to implement this policy.