

Statements of Nondiscriminatory Policies

Consistent with the requirement of Title IX of the Education Amendments of 1972, as amended, and Part 86 of 45 C.F.R., the University does not discriminate on the basis of sex in the conduct or operation of its education programs or activities (including employment therein and admission thereto).

William Woods University admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the University. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admission policies, scholarship and loan programs, and athletic and other University-administered programs.

Consistent with the requirements of Section 504 of the Rehabilitation Act of 1973, as amended, and Part 84 of 45 C.F.R., the University does not discriminate on the basis of handicap in admission or access to or employment in its programs and activities. Section 503 of the Rehabilitation Act of 1973 requires affirmative action to employ and advance in employment of qualified handicapped workers.

The University, in addition, desires to call attention to other laws and regulations that protect employees, students, and applicants.

Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving federal financial assistance. Title VII of the Civil Rights Act of 1964, as amended, prohibits employment discrimination because of race, color, religion, sex or national origin.

Executive Order 11246, as amended, prohibits discrimination in employment because of race, color, religion, sex or national origin and requires affirmative action to ensure equality of opportunity in all aspects of employment.

The Equal Pay Act requires the same pay for men and women doing substantially equal work, requiring substantially equal work, skill, effort and responsibility under similar working conditions in the same establishment.

The Age Discrimination in Employment Act of 1967, as amended, prohibits discrimination based on age in all aspects of employment against persons 40 to 70 years old.

The Pregnancy Discrimination Act of 1978 amends Title VII of the CRA of 1964 to prohibit discrimination against women employees because of pregnancy, childbirth, or related medical conditions.

Section 402 of the Vietnam Era Veteran's Readjustment Assistant Act of 1974, as amended, prohibits job discrimination and requires affirmative action to employ and advance in employment (1) qualified Vietnam-era veterans during the first four years after their discharge and (2) qualified disabled veterans throughout their working life if they have a 30 percent or more disability.

Governor's Executive Order No. 28, issued 11/18/83, prohibits all state agencies from discriminating on the basis of sexual orientation in the provision of any services or benefits by a state agency and in any matter relating to employment by the State.

Missouri State Human Rights Law guarantees equal opportunity to obtain employment without discrimination because of age, race, creed, color, national origin, sex, or marital status. It also prohibits discrimination on the basis of ex-offender status.