

# NON-DISCRIMINATION IN EDUCATION AND EMPLOYMENT

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Towson University's policies, programs and activities comply with federal and state laws and regulations prohibiting discrimination on the basis of race, color, religion, age, national origin, sex, disability, sexual orientation, and gender identity or expression, and veteran status.

## **Accessibility (ADA)**

The University complies with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), as amended by the ADA Amendments Act of 2008, and other applicable federal and state laws and regulations that prohibit discrimination on the basis of disability. The Rehabilitation Act and the ADA require that no qualified person shall, solely by reason of disability, be denied access to, participation in, or the benefits of, any program or activity operated by the University.

## **Hate Crimes & Bias Incidents**

The University strives to create a learning environment that is inclusive of diverse groups, ideas, and opinions and that is sensitive to individual rights of expression. We actively promote a campus community that allows for understanding and civility among those living, working, teaching, learning and studying, while discussing, discovering and debating different viewpoints. Acts of destruction or violence which are motivated by animosity against a person or group because of race, color, religion, sexual orientation, gender, disability, national origin, or homelessness, or which infringe on the rights and freedom of others will not be tolerated at Towson University. The University will investigate and respond to all reports of hate crimes and bias incidents.

## **Sexual Misconduct & Assault (Title IX)**

The University does not discriminate against students, faculty or staff based on sex, sexual orientation, gender identity, gender expression or pregnancy status in any of its programs or activities, including but not limited to educational programs, employment and admission. Sexual harassment, including sexual violence, is a kind of sex discrimination and is prohibited by Title IX of the Educational Amendments of 1972 and university policies. The Office of Inclusion and Institutional Equity coordinates Towson University's compliance with Title IX and university policies, and responds to reports of sexual harassment and misconduct by providing outreach, resources and investigations.

## **Contact Us**

For further information, contact the Towson University Office of Inclusion & Institutional Equity, 410-704-0203.