

OFFICE OF EQUAL OPPORTUNITY & TITLE IX- POLICIES AND PROCEDURES

The University of Denver prohibits discrimination on the basis of race, color, national origin, ancestry, age (for employment 40 and over), religion, creed, disability, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, genetic information, military enlistment, or veteran status, and any other class of individuals protected from discrimination under federal, state, or local law, regulation, or ordinance in any of the University's educational programs and activities, and in the employment (including application for employment) and admissions (including application for admission) context, as required by Title IX of the Education Amendments of 1972; Title III of the Americans with Disabilities Act of 1990, as amended in 2008; Section 504 of the Rehabilitation Act of 1973; Title VI and VII of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967; and any other federal, state, and local laws, regulations, or ordinances that prohibit discrimination, harassment, and/or retaliation.

The University prohibits unlawful harassment of students, employees, and third parties on the basis of any protected characteristic as identified above.

The University also prohibits retaliation against any individual for the purpose of interfering with any right or privilege secured by University policy or law, or because the individual makes a good faith report or formal complaint, testifies, assists, participates, or refuses to participate in any manner in an investigation, proceeding, or hearing under the University's Procedures.

The University's Non-Discrimination Policy is found here: <https://www.du.edu/equalopportunity/non-discrimination-statement> (<https://www.du.edu/equalopportunity/non-discrimination-statement/>).

Inquires about the Title IX or the University's prohibitions against discrimination, harassment, and retaliation can be directed to the Associate Vice Chancellor for Equal Opportunity & Title IX, the ADA/504 Coordinator (for disability-related questions) or to the U.S. Department of Education, Office of Civil Rights. For contact information for those offices as well as U.S. Equal Employment Opportunity Commission and U.S. Department of Labor, please visit this website: <https://www.du.edu/equalopportunity/non-discrimination-statement> (<https://www.du.edu/equalopportunity/non-discrimination-statement/>).