

Non-Discrimination

Policy Number

1280

Date Created/Revised

~~08/20~~10/22/2024

Date Last Reviewed

~~08/20~~10/22/2024

Policy Manager

[Office of Audit, Risk, and Compliance](#)

Interim Policy

Note: This policy was adopted on under the interim policymaking provisions of the University's Policy on Policies on October 22, 2024. Information about this policy change, and any proposals for further policymaking, can be accessed at the University Policy website. Students and employees may submit comments on those proposals through the Proposed Policy Change Comment Form, which is accessible here.

1280.1 Policy Statement

Wright State University does not discriminate illegally on the basis of any legally protected status or trait, and does not tolerate such conduct by ~~members of persons subject to this Policy. Further,~~ the University ~~community does not permit acts of racial, religious, and ethnic harassment or intimidation by such individuals.~~ As used in this Policy, ***discrimination***, ~~is means:~~ any act or omission wholly or partly determined on the basis of a legally protected status or trait, which positively or negatively affects an individual's employment or promotion (including terms and conditions of employment), academic admissions or related activities, or participation in the University's programs or activities. ~~As used in this Policy, discrimination~~The definition also includes harassment:

- Harassment: a type of discrimination in which an individual or group is subjected to unwanted or unwelcome conduct because they are members of a legally protected status or have a legally protected trait; and
- Intimidation: a type of discrimination in which is consists of conduct that amounts to aggravated menacing (R.C. 2903.21), menacing (R.C. 2903.22), criminal damaging or endangering (R.C. 2909.06), criminal mischief (R.C. 2909.07), and/or telecommunications harassment (R.C. 2917.21(A)(3) – (5)), when such conduct is motivated by reason of the subject's (or subject group's) race, color, religion, or national origin.

The University will respond promptly and effectively to all reported violations of this policy, including conducting inquiries or investigations of alleged or suspected violations, and instituting disciplinary action or other appropriate measures in response to substantiated reports.

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Note: This Policy does not apply to sex or gender-based harassment, discrimination, or sexual misconduct, ~~which are~~ covered by [Policy No. 1270: Sex/Gender-Based Harassment, Discrimination, and Sexual Misconduct](#).

1280.2 Legally Protected Status

The University recognizes the list of legally protected traits and statuses identified by the Governor of Ohio through Executive Orders. As of ~~August 20~~October 18, 2024, those protected traits or statuses consist of: race, color, religion, gender, gender identity or expression, national origin (ancestry), military status (past, present or future), disability, age (40 years or older), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a nursing mother, status as a foster parent, genetic information, or sexual orientation, as those terms are defined in Ohio law, federal law, and previous Executive Orders.

In accordance with [Executive Order 2022-06D](#), the University adopts and applies the International Holocaust Remembrance Alliance definition of antisemitism in determining whether there has been a violation of any policy or regulation prohibiting discriminatory acts.

1280.3 Reporting

University employees who know that a violation of this Policy has occurred are required to report it, unless they are legally prohibited from doing so (e.g. when the knowledge was acquired through a legally privileged communication that the employee cannot waive). Employees and others who suspect that a violation may have occurred are encouraged to report it.

Reports filed through the University's EthicsPoint system, or the University's Department of Public Safety Dispatch Center, will receive the most immediate response:

- EthicsPoint: ~~EthicsPoint Online Complaint (URL)~~EthicsPoint Online Complaint (URL), [1-855-353-3783](tel:1-855-353-3783).
- WSU Department of Public Safety Dispatch: [\(937\) 775-2111](tel:937-775-2111)

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Reports may also be filed with the following offices:

- Office of Audit, Risk, and Compliance: compliance@wright.edu; [\(937\) 775-4518](tel:937-775-4518)
 - Title IX Coordinator Kate Page: kate.page@wright.edu; [\(937\) 775-3512](tel:937-775-3512)
 - Deputy Title IX Coordinator JJ Jenkins: jj.jenkins@wright.edu; [\(937\) 775-4518](tel:937-775-4518)
 - Deputy Title IX Coordinator (Athletics) Maigan Glass: maigan.glass@wright.edu; [\(937\) 775-2830](tel:937-775-2830)
 - Deputy Title IX Coordinator (Lake Campus) Gretchen Rentz: gretchen.rentz@wright.edu; [\(937\) 775-8336](tel:937-775-8336)
- Office of General Counsel: generalcounsel@wright.edu [\(937\) 775-2719](tel:937-775-2719)
- Office of Inclusive Excellence: inclusiveexcellence@wright.edu; [\(937\) 775-2692](tel:937-775-2692)
- Human Resources: human_resources@wright.edu; [\(937\) 775-2120](tel:937-775-2120)
- Office of the Provost: [\(937\) 775-2029](tel:937-775-2029)

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- Office of Disability Services: disability_services@wright.edu; (937) 775-5680
 - ADA Coordinator ~~Tom Webb~~: thomas.webb@wright.edu; (937) 775-5680

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Filing a report with the University does not preclude or limit one's right to file a report or complaint with any governmental agency with jurisdiction over such matters, including without limitation the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, and/or the U.S. Department of Education's Office for Civil Rights.

Reports may be filed anonymously through the EthicsPoint system.

1280.4 Response

Reports will be forwarded to the Vice President for Compliance and Chief Enterprise Risk Officer (the "Compliance Officer"), or their delegate, for further action. The Compliance Officer is authorized to adopt procedures to discharge their responsibilities under this Policy and to enforce it.

Responses may include informal inquiries or formal investigations. The Compliance Officer will forward the results of any inquiry or investigation to the appropriate University official for further action, ~~potentially including disciplinary action or other corrective measures.~~

1280.5 Committee for Campus Inclusion

There is hereby established a *Committee for Campus Inclusion*.

Membership. The initial members of the Committee shall be nominated by the Vice President for Inclusive Excellence, and thereafter, members shall be nominated by the Committee in accordance with its bylaws. Nominees shall be presented to the University President and approved in the President's discretion. In addition, the President may unilaterally appoint or remove members from the Committee at any time.

Chair. The Committee Chair shall be appointed by the University President. The Committee shall elect a Vice Chair to discharge the duties of Committee Chair if the President has not made an appointment, or if the office is vacant.

Bylaws. The Committee shall conduct its business in accordance with its bylaws. The President's approval is required for the adoption, amendment, or repeal of the bylaws.

Dissolution. The President shall have authority to dissolve or reconstitute the Committee.

Duties. The Committee shall provide advice to the University President (or others the President may designate), and perform such duties as the President may assign from time to time. The Committee shall serve as the University's taskforce for purposes of R.C. 3320.5(D).

1280.6 Training

The Policy Manager shall cause all University employees to be trained on responding to alleged incidents involving hatred or harassment that may occur during a class or University-sponsored event. All employees shall complete the training in a timely manner.

1280.7 Security Functions

The University's Department of Public Safety is directed to collaborate with local law enforcement, the Ohio State Highway Patrol, and student communities, as applicable, to provide security functions for institutionally sanctioned student organizations that face threats of terror attack or hate crimes, or for University-sanctioned events when there is a credible threat or credible report of terror attack, ethnic intimidation, or other similar conduct at those events. Requests for such assistance will be made through the Dean of Students, provided that nothing in this Policy limits the discretion of the Department to provide support on its own initiative.

1280.8 Annual Report

The Policy Manager (or their designee) will create and submit of an annual report to the Chancellor of the Ohio Department of Higher Education identifying all harassment and intimidation reports submitted to the federal government consistent with the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act," 20 U.S.C. 1092(f).

1280.9 Violations

A violation of this Policy may result in disciplinary action ~~up to and including~~. Such disciplinary actions may include:

- ~~Students:~~ dismissal ~~(for students) or~~
- ~~Employees:~~ termination of employment ~~(for employees). Violations of this Policy by University contractors may result in~~
- ~~Contractors:~~ termination of the ~~contractor's~~ contractor's affiliation with the University.
- ~~Persons and Visitors:~~ removal and/or trespass from the University's premises and activities.

The foregoing is a non-exhaustive list of possible sanctions for violation of this Policy. The University reserves the authority to impose other disciplinary or corrective measures in accordance with applicable laws, University policies, and other authorities. Individuals or organizations that violate this Policy may also be ~~subject reported~~ to the authority of non-University authorities.

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