



James E. Shepard, Founder

TO: NCCU Students, Faculty and Staff

FROM: Johnson O. Akinleye, Ph.D.

DATE: January 14, 2021

SUBJECT: NCCU's Non-Discrimination Policy

North Carolina Central University is committed to and will provide an inclusive and welcoming environment free of harassment and discrimination for all members of our community. The university affirms that students and employees are entitled to an educational and employment environment free from unlawful harassment and discrimination. The university is committed to ensuring that educational and employment decisions are based on individuals' abilities and qualifications.

Consistent with this principle and in compliance with all applicable laws, it therefore the University's policy not to discriminate in offering access to its educational programs and activities or with respect to employment terms and conditions on the basis of race, color, genetic information, national origin, religion, sex, sexual orientation, gender identity, age, disability, political affiliation, or veterans' status, except where religion, gender, and/or physical requirements are bona-fide job related employment requirements'. Further, no student or employee shall be subject to retaliation for bringing a good faith complaint pertaining to unlawful harassment or discrimination or for supporting individuals who file a complaint against another member of the university community.

In compliance with Section 503 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990, as amended, accommodations of the disabled extend.