

3361: 10-13-01

University policy on non-discrimination and harassment.

- (A) The university of Cincinnati is committed to excellence and diversity among its students, faculty, and staff, and in its programs and activities. In order to achieve excellence and diversity, the university is fundamentally committed to ensuring equal opportunity for all through affirmative action, and by providing an inclusive environment free from discrimination and harassment. The university reaffirms its policy that discrimination and harassment on the basis of age, ancestry, color, disability, gender identity and/or expression, genetic information, military status (including veteran status), national origin, race, religion, sex, sexual orientation, parental status (including status as a foster parent), pregnancy, or any other status protected by law (collectively, “protected class”) are prohibited in any of its activities, programs, admissions, or employment. Furthermore, where past or present discrimination continues to have an adverse impact upon a protected class, the university will take affirmative action in order to carry out its policy of non-discrimination and equal opportunity for all.
- (B) The university president has authority to create and implement policies to bring the university in compliance with Title IX regulations and applicable laws. The president may delegate this authority to the proper university department, who must work in consultation with the office of general counsel and in coordination and collaboration with other appropriate university offices.

Effective: September 25, 2020

Certification: 
Nicole S. Blount
Executive Director of Board Relations

Date: September 11, 2020

Promulgated under: R.C. Section 111.15
Rule amplifies: R.C. 3361.03
R.C. 3333.041
R.C. 5903.08;
R.C. 4112.02

Prior effective dates: March 16, 1978
October 17, 1980
October 15, 1992
May 17, 2002

February 15, 2009
April 11, 2011
January 8, 2020