



NON-DISCRIMINATION & AFFIRMATIVE ACTION STATEMENT

Tennessee State University is an EEO/AA employer and does not discriminate on the basis of race, color, national origin, gender, gender identity, sexual orientation, age, religion, disability or veteran status in its programs or activities. Tennessee State University is committed to providing the highest quality of employment, education, research, and service. In support of this commitment, the University seeks to ensure that all educational and employment programs are administered without regard to race, color, national origin, gender, gender identity, sexual orientation, religion, age, disability, or veteran status. The University's non-discrimination and anti-harassment policy is applicable to faculty, staff, applicants for employment, students and applicants for educational programs and other activities. This policy is fundamental to the effective functioning of the University as an institution of teaching, scholarship and public service.

The University has also developed an affirmative action plan to guide in working toward the creation and maintenance of a diverse environment in which students and employees are encouraged to think, work and serve. The affirmative action plan is designed to aid in University compliance with all applicable federal laws and regulations. For more information regarding these policies, please contact the Office of Equity and Inclusion ("OEI") at the phone number or address below.

TITLE VI OF THE CIVIL RIGHTS ACT OF 1964

Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin in programs or activities receiving federal financial assistance. Also prohibited by Title VI is the failure to provide or denial of language services to beneficiaries of programs or activities receiving federal financial assistance.

To file an employment discrimination/harassment complaint or a Title VI discrimination/harassment complaint please contact:

Tiffany Cox, Director
Justin Harris, Asst. Director
Office of Equity and Inclusion
3500 John Merritt Blvd.
Ned McWherter Administration Bldg., Ste. 260
Nashville, Tennessee 37209
615-963-7435 (office)
615-963-7463 (fax)
www.tnstate.edu/equity/

Complaints of discrimination based on race, color, national origin, gender and disability may also be filed with the U.S. Department of Education Office for Civil Rights (OCR) at:

Lyndon Baines Johnson Department of Education Bldg.
400 Maryland Avenue, SW
Washington, DC 20202-1100
800-421-3481
<http://www2.ed.gov/about/offices/list/ocr/>