

EQUAL EMPLOYMENT OPPORTUNITY

Equal Employment Opportunity is a part of the Civil Rights Act of 1964, as amended, which prohibits any form of discrimination on the basis of race, color, sex, national origin, or religion. Since the inception of this law, more legislation has been enacted and executive orders have been issued in an attempt to eliminate discriminatory practices.

AFFIRMATIVE ACTION

Affirmative Action (AA), originally mandated by President Johnson's Executive Order 11246, as amended by 11375, directs federal contractors to seek out women and minorities, two groups that traditionally have been excluded from the workforce. The rationale for AA was to ensure the total integration of the workforce with specific, results-oriented procedures designed to remedy the effects of past discrimination.



DISCRIMINATION AND HARASSMENT

MTSU is committed to eliminating any and all acts of discrimination and harassment on its campus. An environment free from such acts is necessary to a healthy learning, working, and living environment because such misconduct, discrimination, and harassment undermine human dignity and the positive connection among all members of the MTSU community. Any allegation of discrimination or harassment, as defined in **Policy 26: Discrimination and Harassment Based on Protected Categories Other than Sex** and **Policy 27: Misconduct, Discrimination, and Harassment Based on Sex Including Pregnancy, Sexual Orientation, and Gender Identity/Expression** will be investigated and resolved according to the policies. MTSU will take appropriate steps, as needed, to prevent the recurrence of discrimination or harassment and to remedy any discriminatory effects.

MTSU Institutional Equity and Compliance

Cope Administration Building 116
Murfreesboro, TN 37132
615-898-2185
Fax: 615-904-8041
mtsu.edu/iec

IEC Staff:

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Director of ADA Compliance

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Executive Aide



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TENNESSEE**
STATE UNIVERSITY

I AM *true*
BLUE

0519-7726/Middle Tennessee State University does not discriminate against students, employees, or applicants for admission or employment on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs, and activities sponsored by MTSU. The Assistant to the President for Institutional Equity and Compliance has been designated to handle inquiries regarding the non-discrimination policies and can be reached at Cope Administration Building 116, 1301 East Main Street, Murfreesboro, TN 37132; Marian.Wilson@mtsu.edu; or 615-898-2185. The MTSU policy on non-discrimination can be found at mtsu.edu/iec.

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STATE UNIVERSITY

Office of
Institutional Equity
and Compliance



615-898-2185 | mtsu.edu/iec

THE OFFICE OF INSTITUTIONAL EQUITY AND COMPLIANCE (IEC)

The Office of Institutional Equity and Compliance (IEC) embraces, values, and respects the backgrounds, cultures, and identities of students, faculty, staff, visitors, and all who partner or do business with Middle Tennessee State University. Our vision in IEC is to foster a culture of inclusive excellence through our diverse community, backgrounds, experiences, and perspectives in order to advance MTSU as a national leader who leverages diversity to achieve its goals. The IEC:

- Provides leadership and serves as a resource to campus officials, colleges, departments, and committees to support and enhance MTSU's commitment to access, equity, diversity, and inclusion
- Investigates complaints of discrimination based on race, color, religion, creed, ethnic or national origin, sex (including pregnancy), sexual orientation, gender identity/expression, disability, age (as applicable), status as a protected veteran, genetic information, and any other legally protected class
- Supports the University in its efforts to recruit and retain underrepresented and underserved students, faculty, and staff who reflect the diversity of Tennessee, the nation, and the global community
- Prepares and coordinates the implementation of the University Affirmative Action Plan in collaboration with all departments to achieve equal opportunity in employment in compliance with federal, state, and local laws
- Monitors institutional progress on access, equity, diversity, and inclusion efforts and provides oversight on federal and state laws related to discrimination and harassment (Title VI, Title VII, Title IX, ADAA, Equal Employment Opportunity, and Affirmative Action)
- Coordinates in-person and online Title VI, Title IX, ADA, and Accessibility training and development
- Works to advance an inclusive environment by supporting the letter and the spirit of laws related to equal opportunity, access, and safety in employment and education

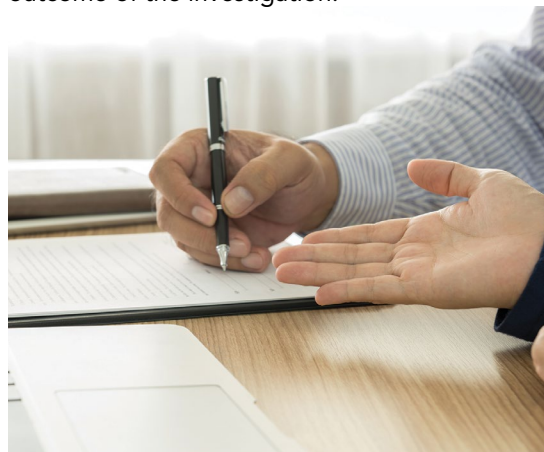
FILING A COMPLAINT

Any current or former student, applicant for employment, current or former employee, contractor, or third party who believes he/she has been subjected to discrimination or harassment covered by MTSU Policy 26 or MTSU Policy 27 or who believes that he/she has knowledge of discrimination or harassment taking place shall present the complaint to:

Office of Institutional Equity and Compliance
Cope Administration Building 116
1301 E. Main St.
Murfreesboro, TN 37132
615-898-2185
mtsu.edu/iec
mtsu.edu/sexual-violence
iec@mtsu.edu

The following procedures are intended to protect the rights of the aggrieved party (hereinafter, "the complainant") as well as the party against whom a complaint of discrimination or harassment is lodged (hereinafter "the respondent"), as required by state and federal laws. Each complaint must be properly and promptly investigated and, when warranted, appropriate disciplinary action taken against the respondent.

In situations that require immediate action because of safety or other concerns, MTSU will take any administrative action that is appropriate, i.e., administrative leave with pay pending the outcome of the investigation. Students may be placed on interim suspension under the appropriate circumstances and in accordance with Policy 540 Student Conduct pending the outcome of the investigation.



Notices required by this policy will be sent via the student's or employee's official MTSU email account as well as a hard copy letter sent via first-class U.S. Postal Service mail to their local address as indicated in the student or employee information system. A notice to a student organization will be sent to the organization's president at that student's MTSU email address and his/her local address. Students and employees have the responsibility to regularly check their University-issued email accounts and to ensure that the local address on file with MTSU is current.

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Over-the-phone interpreting (OTPI) remains the most popular method of delivery in the language services industry. We believe that OTPI services should be quick, managed, and not cost-prohibitive to allow for best practices and our missed opportunities.

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615.534.3400 | fax: 615.810.8506 | 800.482.8292
www.avaza.co

CODE: 37970

LIMITED ENGLISH PROFICIENCY

MTSU, through its policy (Policy 305) and its practices, is committed to ensuring meaningful access to our programs, services, and activities, normally provided in English, to limited English proficiency (LEP) individuals and thus prohibit discrimination on the basis of national origin. Consistent with the law, upon request, the University will provide appropriate alternative non-English formats for persons with limited proficiency in English.

MTSU uses Avaza Language Services to provide interpretation and translation at no cost to the individual. For more information about using Avaza Language Services, please contact IEC.