

Purpose

The purpose of this policy is to outline the commitment to diversity, equity, and inclusion.

Scope

Policy applies to all employees.

Definitions

- Employee: A person employed for wages or salary with the University, where the University has the power or right to control and direct them in the material details of how the work is to be performed.

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- Title VI: No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

- Title IX: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

- Title VII: Title VII of the Civil Rights Act of 1964 is a federal law that bars employers from discriminating against their employees on the basis of sex, race, color, national origin, and religion.

The restrictions apply to employers with 15 or more employees. The restrictions also apply to the federal, state, and local governments. Title VII forbids discrimination in any aspect of employment. This includes discrimination in hiring and firing; compensation, assignment, or classification; transfer, promotion, layoff, or recall; job advertisements; recruiting; testing; use of company facilities; training programs; benefits; pay, retirement plans, and disability leave; and more. Equal employment opportunity cannot be withheld from any person due to their racial group, race characteristics like hair texture or facial features), or because of their marriage to or association with someone of a particular race or color. Title VII also prohibits employment

decisions based on stereotypes of certain racial groups.

Policy

Stetson University is an Equal Opportunity Employer that affirms inclusive environments and engaging across differences as a core value of academic excellence in which all employees and candidates are treated equally no matter their age, color, disability, ethnicity, gender, gender identity, genetic information, marital status, military status, national origin, pregnancy, race, religion, sex, or shared ancestry. We are committed to achieving equal access in education, employment, and participation through the recruitment and retention of outstanding faculty, staff, and students from a tapestry of backgrounds, and to meaningful academic and intellectual transformation in curriculum, research and service.

We are dedicated to actions and policies that foster a community in which individuals across all identities, cultures, backgrounds, and viewpoints work together to create opportunities for engagement through rewarding and fulfilling careers and personal experiences in an increasingly diverse society and a globalized world. We encourage qualified candidates across all backgrounds and identities to apply for employment. Stetson University is an EEO, ADA, ADEA, and GINA employer. Inquiries regarding the University's non-discrimination policies and applicable statutes may be directed to one of the following persons:

- For discrimination related to Title IX of the Education Amendments Act of 1972:
Executive Director and Title IX Coordinator

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Carlton Union Building, Office 217
421 N. Woodland Blvd.
DeLand, FL 32723
386-822-7960

Deputy Title IX Coordinators have been designated and represent various University divisions/units. Contact information for each Deputy Coordinator can be found on the University's Title IX website shown below in the Related Information section.

- For discrimination issues governed by other statutes such as Title VI and Title VII of

the Civil Rights

Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1967, the

Age Discrimination Act of 1975, and other similar laws that prohibit discrimination:

Chief People Officer and Associate Vice President for People Operations/Human Resources

Administrative Services Building

421 N. Woodland Blvd. : 8327

DeLand, FL 32723

386-822-7472

- For inquiries from students and employees at the Stetson University College of Law:

Director of Human Resources

College of Law

Tower Building: F-wing

1401 61st Street South, Unit 293

Gulfport, FL 33707

727-562-7807

- Inquiries concerning the application of anti-discrimination laws may be directed to any of the

individuals listed above or to the Office for Civil Rights, United States Department of Education,

400 Maryland Avenue, SW, Washington, DC 20202, 1-800-872-5327.

Procedures

N/A

Frequency of Review

This policy shall be reviewed no less than every three years. However, changes in legal regulations,

requirements, or university business needs may require a more frequent review/revision schedule.

Related Information

Title IX Education Amendments | HHS.gov

Gender-Based Misconduct Policy

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College of Law Student Grievance Procedure for Discrimination Complaints

Faculty and Staff Grievance Procedure for the College of Law

Faculty, Staff and Student Grievance Policy for the DeLand Campus

Mission and Values - About Stetson University - Stetson University

Policy History

Date of Revision January 23, 2026

Action and Notes People Operations – Human Resources changed location from Allen

House to Administrative Services Building, AVP Title Change. Title XI
Changed offices within the CUB to 217.

Approving Authority Vice President for Finance and CFO

Effective Date January 23, 2026

Date of Revision September 17, 2025

Action and Notes Opening paragraph(s) in policy have changed.

Approving Authority Vice President for Finance and CFO

Effective Date September 17, 2025

Date of Revision August 29, 2025

Action and Notes Opening paragraph(s) in policy have changed.

Approving Authority Vice President for Finance and CFO

Effective Date September 1, 2025

Date of Revision October 7, 2024

Action and Notes Revised the list of protected identity categories

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Approving Authority VP of Finance/CFO

Effective Date October 7, 2024

Date of Revision October 4, 2024

Action and Notes Revised the list of protected identity categories, updated Related
Information links

Approving Authority VP of Finance/CFO

Effective Date October 4, 2024

Date of Revision April 26, 2023

Action and Notes Moved into Policy Tech format, no other changes

Approving Authority VP Operations

Effective Date April 26, 2023