



### Contact Us

Office of  
 Opportunity Development—  
 Training and Compliance  
 1 Park Place South  
 Suite 527  
 Post Office Box 3983  
 Atlanta, GA 30302-3983  
 (404) 413-2567  
 (404) 413-3295 Fax  
<http://odaa.gsu.edu/>

## TITLE IX

### Title IX of the Education Amendments of 1972

Title IX of the Education Amendments of 1972 was the first comprehensive federal law to prohibit sex discrimination against students and employees of educational institutions. Title IX states, in part:

No person shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

The policy of Georgia State University is to implement affirmative action and equal opportunity for all employees, students and applicants for employment or admission without regard to race, color, religion, national origin, sex, age, veteran status or disability.

Title IX prohibits sex discrimination. Sexual harassment is a form of prohibited sex discrimination. Students (male and female) and employees (faculty and staff) are protected from sexual harassment and may recover monetary damages.

The Title IX Coordinator is responsible for enforcing the law. Faculty, staff, and students can file complaints of sex discrimination with the Title IX Coordinator. Retaliation against complainants is prohibited.

The Title IX Coordinator is the Assistant Vice President for Human Resources-Administration and Opportunity Development/Diversity Education Planning (ODDEP). The Title IX Coordinator can be contacted at:

#### Mailing Address

P.O. Box 3983  
 Atlanta, GA 30302-3983  
 Office: (404) 413-3290  
 Email: [equalopportunity@gsu.edu](mailto:equalopportunity@gsu.edu)

#### In Person Address

1 Park Place, Suite 308  
 Atlanta, Georgia 30303  
 Fax: (404) 413-2560  
 Website: <http://odaa.gsu.edu/>





## The Office of Opportunity Development

### Policies to Remember

The Office of Opportunity Development (ODO) is an available resource for any employees who have potential complaints involving allegations of discrimination, sexual harassment, or retaliation. As a resource, ODO also offers a variety of training and service opportunities to include consulting and AA/EEO related educational and compliance sessions and consultations for managers, supervisors and employees. The policies in this brochure should be reviewed and followed as guidelines for appropriate conduct as a member of the Georgia State University community.

## EQUAL OPPORTUNITY

### Equal Opportunity Statement

It continues to be the policy of Georgia State University to implement affirmative action and equal opportunity for all employees, students, contractors, consultants and applicants for employment or admission without regard to race, color, religion, creed, national origin, sex, age, veteran status or disability.

### Americans with Disabilities, Disabled Veterans and Veterans of the Vietnam Era

It is the policy of Georgia State University not to discriminate against any employee or applicant for employment because he or she is an individual with a disability, a disabled veteran or a veteran of the Vietnam Era. It is also the policy of Georgia State University to take affirmative action to employ and advance in employment qualified disabled veterans, veterans of the Vietnam Era and individuals with disabilities. This policy applies to all employment actions including, but not limited to, advertising, recruitment, hiring, compensation, retention, training, demotion, promotion or transfer, layoff, Reduction in Force (RIF) or termination and tenure.

### Discriminatory Harassment Policy and Non-Discrimination Policy Statement

Georgia State University allows the free inquiry into all ideas and the free expression of opinions by those within it as a part of the basic process of education. In the presence of harassing behavior, a person's learning or working ability may be impaired. This discriminatory harassment policy acknowledges protection for free speech, which is guaranteed by the First Amendment of the United States Constitution, while at the same time requiring that the dignity and worth of the individual be nurtured and protected.

The University will not tolerate discrimination on the basis of race, color, gender, sexual identity, age, disability, national origin or religion. Every student and employee in the University community has the responsibility not to engage in any unlawful discrimination.

## SEXUAL HARASSMENT

### Sexual Harassment Policy

Sexual harassment is prohibited by Georgia State University, the University System of Georgia and by state and federal law. Sexual harassment is a form of prohibited sex discrimination. Georgia State University is firmly committed to maintaining a work environment free of sexual harassment and does so by providing training for all employees explaining the definition of sexual harassment, how to report sexual harassment and the consequences for sexually harassing a member of the University community. Sexual harassment of any member of the University community is prohibited and will subject the offender to disciplinary action which may include termination.

### Policy on Amorous Relationships

The integrity of academic and work relationships is the foundation of the University's educational mission. These relationships vest considerable trust in persons with authority whether as mentor, educator, evaluator and/or administrator. The unequal institutional power inherent in University academic and work relationships heightens the vulnerability of those in subordinate positions. The University must protect itself from influences or activities that interfere with intellectual, professional and personal growth, or with the University's financial interests. Consequently, people in positions of authority within the University community must be sensitive to the potential for conflict of interest as well as sexual harassment in amorous relationships with people over whom they have a professional power/status advantage.

The individual in authority bears the primary responsibility for any negative consequences resulting from an amorous relationship. It is in the interest of the University to provide clear direction and educational opportunities to the University community about potential professional risks associated with consensual amorous relationships between members of the University community where a power/status advantage exists.