DISABILITY ACkommodations
Accommodations for employees with a disability can be obtained by requesting assistance from the Office of Compliance, Equal Opportunity and Affirmative Action. The Americans With Disabilities Act/ADA Amendments Act of 2008 (ADAAA) Sections 503, 504 of the Rehabilitation Act; Ohio Revised Code, Chapter 4112; and Kent State University, Policy 3342-5-16 prohibit unlawful discrimination against individuals with disabilities. Our office will engage in an interactive process with the employee and the department to put in place reasonable disability accommodations. To request an accommodation, please begin the process by calling our department at 330-672-2038.

WHAT SHOULD I DO IF I HAVE A COMPLAINT?
Students, faculty, staff and visitors:
All complaints of unlawful discrimination and harassment should be reported to the Office of Compliance, Equal Opportunity and Affirmative Action. Faculty, staff or students needing information or guidance regarding complaints of unlawful discrimination and harassment may also contact any of the affirmative action facilitators who are listed by their division, college and regional campus. Please visit WWW.KENT.EDU/HR/2017-2019-AA-FACILITATORS.

CONTACT US
Office of Compliance, Equal Opportunity and Affirmative Action
Human Resources – Heer Hall
635 Loop Road
Kent State University
PO Box 5190
Kent, OH 44242-0001
Phone: 330-672-2038
Fax: 330-672-3040
Email: AA_EEO@KENT.EDU
Web: WWW.KENT.EDU/HR/COMPLIANCE-EOAA

ADDITIONAL RESOURCES:
Employee / Labor Relations
330-672-4636
Dean of Students
330-672-4050
Student Ombuds
330-672-9494
Office of Sexual and Relationship Violence Support Services
330-672-8016
Office of Student Conduct
330-672-4054
Office of Student Accessibility Services
330-672-3391 (campus assistance for disability accommodations for students and visitors)
Kent State University Police Services
Emergency: 911
Nonemergency: 330-672-2212
MISSION STATEMENT
The mission of the Office of Compliance, Equal Opportunity and Affirmative Action is to ensure equal access to employment and educational opportunities in support of the university's commitment to equal opportunity, affirmative action and diversity.

SERVICES WE PROVIDE
• Compliance oversight and support related to unlawful discrimination and harassment.
• Information, consultation and guidance to the Kent State community on affirmative action, equal opportunity, harassment prevention, discrimination and disability matters for faculty, staff, students or visitors.
• Training and workshops for students, faculty and staff.
• Investigation of alleged incidents that are reported in an appropriate and timely manner.

DISCRIMINATION AND HARASSMENT
The university encourages an atmosphere in which the diversity of its members is recognized and appreciated, free of unlawful discrimination and harassment.

WHAT IS UNLAWFUL DISCRIMINATION
Kent State University has established a set core of expectations and guidelines for maintaining an educational and employment environment free of unlawful discrimination and harassment. University policy 3342-5-16, as well as state and federal law, prohibits unlawful discrimination based on race, color, religion, gender, sexual orientation, national origin, ancestry, disability, genetic information, age, military status, or identity as a disabled veteran or veteran of the Vietnam era, recently separated veteran, or other protected veteran. Unlawful discrimination is defined as an intentional or unintentional act that adversely treats or impacts an individual in a protected category in employment, or in academic or nonacademic decision making based on the protected category. Harassment directed toward an individual or a group based on any of these categories is a form of unlawful discrimination.

WHAT IS SEXUAL HARASSMENT?
Sexual harassment is defined as unfavorable or unwelcome treatment that: is made without consent; is severe or pervasive; has the purpose or effect of unreasonably interfering with an individual's employment or academic performance; or creates an intimidating, hostile or offensive working, academic or university environment. Sexual harassment includes sexual exploitation and sexual misconduct, and is further defined in university policy 3342-5-16.2.

WHAT IS TITLE IX AND RELATIONSHIP VIOLENCE
Title IX is a federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. Title IX protections also apply to pregnancy and gender identity. Relationship violence includes domestic violence, dating violence and stalking. These protections apply to all students, employees and visitors to campus and are reflected in university policy 3342-5-16.2. Faculty and staff are required to report any instance of sexual harassment, sexual misconduct, relationship violence or stalking to the Title IX coordinator or a deputy coordinator and, in the case of sexual assault, to the Kent State University Police Services or local law enforcement.

Additional information on reporting under Title IX can be found at www.kent.edu/hr/discrimination-harassment/title-ix-compliance.

PREVENT SEXUAL HARASSMENT & SEXUAL VIOLENCE
1. Don't turn a blind eye.
2. Tell someone.
3. File a complaint.

PROMOTING AFFIRMATIVE ACTION
ADMINISTERING DISABILITY ACCOMMODATIONS
INVESTIGATING UNLAWFUL DISCRIMINATION HARASSMENT