



MEMORANDUM

TO: All NC State University Students, Faculty and Staff
FROM: W. Randolph Woodson, Chancellor
SUBJECT: Discrimination and Harassment
DATE: September 13, 2024

NC State University seeks to provide a safe, inclusive, and welcoming environment where all students and employees may succeed in their educational and employment endeavors. The University is committed to maintaining an environment free from unlawful discrimination and harassment based on a person’s protected status; specifically, an individual’s actual or perceived race, color, national origin (including shared ancestry or ethnic characteristics), sex (including sexual orientation, gender identity, and pregnancy or related conditions), age, disability, genetic information, religion, and veteran’s status. Creating such an environment is the responsibility of every member of the University community.

Unlawful discrimination, harassment, sexual misconduct, and interpersonal violence threaten individuals’ abilities to pursue or fulfill their educational or career goals. As Chancellor, I assure you that NC State will not tolerate these types of offenses by any member of the University community.

NC State is first and foremost committed to preventing harassment and discrimination, and also committed to addressing and ameliorating any discrimination and harassment that does occur in a timely, reasonable, and effective manner. The University encourages members of the University community to immediately report incidents of potential discrimination and harassment. We have policies, regulations, resources and trainings available to our community regarding identifying, preventing, reporting, and addressing these behaviors.

Applicable Policies and Regulations:

- Equal Opportunity and Nondiscrimination Policy ([POL 04.25.05](#))
- Discrimination, Harassment and Retaliation Complaint Procedures ([REG 04.25.02](#))
- Title IX Sexual Harassment Complaint Resolution Procedures ([REG 04.25.08](#))
- Code of Student Conduct ([REG 11.35.05](#))
- Student Discipline Procedures ([REG 11.35.02](#))
- Campus/Workplace Violence Prevention and Management ([REG 04.05.02](#))

These policies describe what constitutes unlawful discrimination and harassment, sexual misconduct, interpersonal violence (dating violence, domestic violence, and stalking), how to report such conduct, and how to file a complaint. The Office of Equal Opportunity’s [Discrimination and Harassment website](#) also contains a link for [filing a report or complaint](#) and describes the relevant resolution processes and options available.

Numerous resources for education, support and reporting are listed below. While it is important to know and understand the policies, each of you are encouraged to further educate yourself on how to prevent discrimination or harassment from occurring.

Where a member of our community is found responsible for violating one of these policies, disciplinary action will follow in accordance with applicable student or employee disciplinary procedures. Possible sanctions for being found responsible for discrimination, harassment, sexual misconduct, or interpersonal violence include expulsion for students or dismissal for employees. During any investigation, the University may also implement interim measures (which may include emergency removal or interim suspension) for students who pose a risk to the physical health or safety of the NC State community. Employees alleged to be in violation of one of these policies may be placed on administrative leave or subjected to other interim measures of a non-disciplinary nature until an investigation is concluded.

NC State can best address discrimination, harassment, sexual misconduct, and interpersonal violence when we are aware of what is happening. It is my hope that victims and witnesses of any such conduct will have confidence in our duty and desire to respond quickly and thoroughly to incidents and that they will promptly report these acts to University officials. We encourage all members of the NC State community to report any such concerns, even if you are not sure the policy has been violated, to the [Vice Provost of Equal Opportunity and Title IX Coordinator](#), the [Office of Equal Opportunity \(OEO\)](#) (919-513-0574), [Employee Relations](#), the [Office of Student Conduct](#) or online at go.ncsu.edu/reportconcern. The OEO is responsible for the prompt, fair, and impartial investigation of such matters. University investigators are trained to respond to and investigate in a manner that supports individual and community safety and promotes accountability.

Prompt reporting also facilitates our ability to provide supportive measures to both complainants and respondents in order to help them continue their studies or employment. There are numerous resources available to our community; many of them are included below.

As Chancellor, I encourage any member of the NC State community who needs support services, wants to report an incident, or has questions regarding discrimination, harassment, sexual misconduct, or interpersonal violence to please contact the Office of Equal Opportunity or any of the resources listed below. They are equipped with trained professionals to provide support and assistance to you.

Thank you for doing your part in ensuring that the University community is one in which individuals respect one another, value the safety and wellbeing of each other, and hold themselves to the highest levels of integrity.

Resources Relating to Race, Color, and National Origin Discrimination and Harassment

- [Department of Justice Website with Information about Title VI of the Civil Rights Act of 1964](#)
- [Office of Civil Rights May 7, 2024 Dear Colleague Letter](#)
- [Office of Civil Rights July 2, 2024 Fact Sheet](#)
- [Executive Order 13899](#)
- [NC SHALOM Act](#)

Resources Relating to All Forms of Discrimination, Harassment and Interpersonal Violence

Confidential Resources

- [Counseling Center](#) (919) 515-2423
Confidential counseling services; on call 24/7/365 by calling 919-515-2423, University Police, or walking in during normal business hours.
- [Campus Health](#) (919) 515-2563
Confidential comprehensive health care for students who have experienced an assault or interpersonal violence and referral to a local medical facility for collection of evidence, if desired.
- [Student Legal Services](#) (919) 515-7091
Confidential resource providing free legal education, advice, referrals and limited representation to students.
- [Student Ombuds Services](#) (919) 513-0235
Confidential free resource that assists students in resolving problems related to their university working, learning, or living experience.
- [Faculty & Staff Ombuds Office](#) (919) 515-7685
Confidential free resource that assists faculty and staff in resolving problems related to their university work experiences and understanding university policies and procedures.
- [Faculty and Staff Assistance Program](#) (866) 467-0467 or (800) 697-0353
A 24-hour confidential counseling resource that is provided at no charge to employees and their dependents.

Campus Resources

- [Office of Equal Opportunity](#) (919) 513-0574
Investigates complaints and provides resources, information and educational opportunities regarding discrimination, harassment, sexual misconduct, and interpersonal violence. Also facilitates the provision of accommodations or modifications on the basis of disability, religion or pregnancy/parenting. **Sheri Schwab is NC State's Vice Provost of Equal Opportunity, Title IX Coordinator and ADA Coordinator**, and is charged with overseeing the university's compliance with federal and state laws relating to providing accommodations as well as discrimination, harassment, and retaliation. She may be reached at equalopportunity@ncsu.edu or Title-IX-Coordinator@ncsu.edu, 231 Winslow Hall, Raleigh, NC, or 919-513-0574.
- [Disability Resource Office](#) (919) 515-7653
Determines appropriate accommodations (academic adjustments, auxiliary aids, and modifications to policies or procedures) to provide access for students on the basis of disability.

- **[Office of Student Conduct](#) (919) 515-2963**
Conducts disciplinary procedures for violations of the Code of Student Conduct allegedly perpetrated by students, including discrimination, harassment, sexual misconduct, and interpersonal violence.
- **[Employee Relations, Human Resources](#) (919) 515-6575**
Provides assistance, resources, information and educational opportunities to faculty and staff with regard to complaints or concerns of workplace violence, relationship violence, and/or workplace discrimination or harassment.
- **[University Police](#) 911 or (919) 515-3000**
Responds to reported crimes, including assaults and interpersonal violence and provides assistance during the legal process.
- **[Violence Prevention and Threat Management](#) (919) 513-4224**
Ensures the university community is aware of how to identify and share concerns regarding students, staff and faculty, facilitates the university's Behavior Assessment Teams, and ensures that effective intervention and management is provided in situations that pose or may pose a threat of harm to others or to the safety or well-being of the university community.
- **[Women's Center](#) (919) 515-2012**
The Women's Center provides advocacy and support for students of all gender identities and sexual orientations who have experienced sexual assault, sexual harassment and/or interpersonal violence. Services include crisis intervention and emotional support; accompaniment to court, student conduct hearings, law enforcement agencies, and medical services; academic and housing accommodations; resource navigation and referrals; financial support; reporting options; and safety planning. The Women's Center also offers a variety of educational programs related to interpersonal violence prevention and response for all students, faculty, and staff.
- **Sexual Assault Helpline (919) 515-4444** or by emailing ncsuadvocate@ncsu.edu
In partnership with the Counseling Center, the Women's Center operates a 24-hour crisis intervention and support line for survivors of rape, sexual assault, and relationship violence in the NC State community.

Campus Multicultural Student Success Resources

- **[LGBTQ+ Pride Center](#) (919) 513-9742**
The Pride Center serves students of all sexual orientations, gender identities and gender expressions, questioning students, and their allies, in achieving student success.
- **[Multicultural Student Affairs](#) (919) 515-3835**
The MSA is a place for students of all cultures, backgrounds and experiences to come together to learn more about themselves and each other. MSA strives to foster a sense of belonging and to empower students to thrive at NC State.

- [**African American Cultural Center \(919\) 515-5210**](#)
The AACC is open to and serves students of all identities. The Center promotes awareness of and appreciation for African American and African descent experiences through activities and events that enhance academic excellence and strengthen student success.
- [**Office of International Services \(919\) 515-2961**](#)
Provides assistance, information and advice on immigration and visa issues related to students' academic studies or work experiences.
- [**Jeffrey Wright Military and Veterans Services \(919\) 515-5041, \[ncstatevets@ncsu.edu\]\(mailto:ncstatevets@ncsu.edu\)**](#)
NC State's centralized resource to coordinate integrated support to military-connected students.

Off-Campus Resources for Sexual Assault and Interpersonal Violence

- [**Interact of Wake County \(919\) 828-3005**](#)
Rape crisis intervention, including forensic exams and post-rape care, community education and shelter for women who have experienced sexual or relationship violence.
- [**North Carolina Coalition Against Sexual Assault \(NCCASA\)**](#)
NCCASA provides a list of centers throughout North Carolina that provide free, confidential referrals and services for sexual assault victims, survivors and their close family and friends. One of the most important services is a hotline that you can call to talk to a trained staff member or volunteer about your feelings and concerns related to the assault.
- [**North Carolina Coalition Against Domestic Violence \(NCCADV\)**](#)
NCCADV compiles a database of local domestic violence agencies that serve all 100 counties across North Carolina. They offer a variety of services, from 24-hour confidential crisis hotlines to emergency shelter to support groups and counseling.