NC State University Annual Notice on Equal Opportunity and Discrimination and Harassment Prevention and Reporting

September 2026

NC State University seeks to provide a safe, respectful, and welcoming environment where all students and employees may succeed in their educational and employment endeavors and all participants are provided equal opportunity and access to our programs, activities and services.

To this end, NC State is committed to maintaining an environment free from unlawful discrimination and harassment based on a person's protected status; specifically, a person's actual or perceived race, color, national origin (including shared ancestry or ethnic characteristics), sex (including sexual orientation, and pregnancy or related conditions), age, disability, genetic information, religion, and veteran's status. NC State complies with all applicable laws and regulations relating to preventing and addressing discrimination, harassment, and retaliation, and all laws ensuring access to programs, services and activities through the provision of accommodations. Those laws include but are not limited to Title IX of the Education Amendments of 1972,Title VI and Title VII of the Civil Rights Act of 1964, and the Americans with Disabilities Act, among others.

Creating a culture of respect and access and an environment free from unlawful behaviors is the responsibility of each and 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. NC State will not tolerate these types of offenses.

NC State encourages members of the University community to report immediately incidents of potential discrimination and harassment. We are committed to addressing and ameliorating any discrimination and harassment that does occur in a timely, reasonable, and effective manner.

NC State endeavors first and foremost to prevent discrimination and harassment in all its forms through education and awareness. We have policies, regulations, resources and trainings available to assist our community with identifying, reporting, and addressing such behaviors. Training on these topics is required for all new students and employees and for new managers. The Office of Equal Opportunity provides additional ongoing training; see their website for additional offerings.

The policies below describe what constitutes unlawful discrimination and harassment, sexual misconduct, interpersonal violence (dating violence, domestic violence, and stalking) as well as how to report such conduct or file a complaint:

- 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)

Possible sanctions for an NC State student or employee found responsible for violating one of these policies include expulsion for students or dismissal for employees. During an investigation, the University may 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. Likewise, 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 during the course of an investigation.

Reporting an Incident

NC State can best address discrimination, harassment, sexual misconduct, and interpersonal violence when we are aware of what is happening. If you experience or witness any such misconduct, you are encouraged to report it, even if you are not sure the policy has been violated.

The Office of Equal Opportunity's Discrimination and Harassment website describes the resolution processes and options available. Anyone may report any incidents to the Vice Provost of Equal Opportunity and Title VI/Title IX/ADA Coordinator, the Office of Equal Opportunity (OEO) (919-513-0574), Employee Relations, the Office of Student Conduct, or any Designated Official or Responsible Employee or online at go.ncsu.edu/reportconcern. The Office of Equal Opportunity is responsible for the prompt, fair, and impartial investigation of such matters, and its employees are trained to respond to these reports in a manner that is fair, supports individual and community safety, and promotes accountability.

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

Support Resources

Any member of the NC State community who needs support services, wants to report an incident, or has questions regarding accommodations, discrimination, harassment, sexual misconduct, or interpersonal violence is encouraged to 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 respect and integrity.

Resources Relating to All Forms of Discrimination, Harassment and Interpersonal Violence, including under Title IX and the Americans With Disabilities Act (ADA)

University 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, Titles VI and IX Coordinator, and ADA/504 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. Vice Provost Schwab may be reached

at equalopportunity@ncsu.edu, Title-IX-Coordinator@ncsu.edu, or ADA_Coordinator@ncsu.edu, 231 Winslow Hall, Raleigh, NC.
    - Reasonable Accommodations in Employment (REG 05.00.02)

- **Disability Resource Office (919) 515-7653**
  Engages with students to determine appropriate accommodations (academic adjustments, auxiliary aids, and modifications to policies or procedures) to provide access for students on the basis of disability.
    - Academic Accommodations for Students with Disabilities (REG 02.20.01)

- **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 and resources to employees 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**
  Facilitates the university community's awareness of how to identify and share safety concerns regarding students, staff, and faculty and provides intervention and management in situations that may pose a threat of harm to others or to the safety or wellbeing of the university community.

- **Women's Center (919) 515-2012**
  Provides support for students 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.

- **Sexual Assault Helpline (919) 515-4444** or ncsuadvocate@ncsu.edu
  A 24-hour crisis intervention and support line for survivors of rape, sexual assault, and relationship violence in the NC State community.

Confidential Resources

- **Counseling Center (919) 515-2423**
  Confidential counseling services; on call 24/7/365 by calling 919-515-2423 or University Police (911) or by walking in during normal business hours.

- **Campus Health (919) 515-2563**
  Confidential comprehensive health care for students who have experienced assault or interpersonal violence and can refer 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 employees 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.

University Student Success and Support 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**

OIS 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** or ncstatevets@ncsu.edu
  MVS serves as NC State's centralized resource to coordinate integrated support to military-connected students.

Community-based Resources for Sexual Assault and Interpersonal Violence

- **Interact of Wake County (919) 828-3005**
  Interact provides 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.