



Approved Board of Regents
on August 6, 2024, and is
effective on that date.

Morgan State University Nondiscrimination Policy

Morgan State University is committed to providing all employees and students with a working and learning environment free from discrimination. Discrimination against any person or group of persons because of race, color, national origin, religion, sex, gender, sexual orientation, gender identity, gender expression, age, marital status, disability, genetic information, veteran status or any other applicable protected basis that has the purpose or reasonably foreseeable effect of creating an offensive, demeaning, intimidating, or hostile environment for that person or group of persons are prohibited by this Nondiscrimination Policy (Policy), Title VII of the Civil Rights Act of 1964 and other applicable law.

Any employee, student, student organization, or person privileged to work or study at Morgan State University who violates this Policy will be subject to disciplinary action up to and including for employees – termination, suspension, or formal reprimand; and for students – suspension or expulsion from the University.

Incidents of Sex Discrimination (as defined in the University’s Sex Discrimination Policy) constitute violations of Title IX of the Education Amendments of 1972 as amended and shall be handled in accordance with the University’s Sex Discrimination Policy.

The scholarly, educational, or artistic content of any written, oral, or other presentation or inquiry shall not be limited by this Policy. It is the intent of this paragraph that academic freedom be assured for all members of the academic community. Accordingly, this provision shall be liberally construed but shall not be used as a pre-textual basis for violation of this Policy.

Persons who feel they are victims of discrimination or who observe incidents of discrimination should immediately make a detailed written record of incidents, dates, and times at which they occurred, and of the names of perpetrators and witnesses, if known.

The incident should be reported to the Office of Diversity and Equal Employment Opportunity (EEO). The EEO Officer will, after a prompt investigation, in accordance with the University’s

Non-Discrimination and Sex Discrimination Grievance Procedures (the “Procedures”) and take measures appropriate to the nature of the incident. These measures will be designed to accomplish the following:

1. Determine whether discrimination has occurred;
2. Prevent further acts of discrimination;
3. Remedy any effects of the discriminatory conduct;
4. Remove any material that violates this Policy; and
5. Prevent acts of retaliation against any persons involved.

If it is determined that discrimination or retaliation has occurred, sanctions will be devised in accordance with the Procedures.

Any member of the University community who attempts to interfere with, restrain, coerce, discriminate against, or harass any individual for filing a discrimination complaint or participating in the investigation of a discrimination complaint will be subject to disciplinary action including but not limited to for employees – termination, suspension, or formal reprimand; and for students – suspension or expulsion.

***This Policy amends the Policy approved by the Board of Regents on November 3, 2014, and updated on April 1, 2021, for technical amendments.**