

Prohibiting Discrimination and Retaliation Brochure

Faculty Recruitment

George Mason University's Non-Discrimination Policy is the cornerstone of the university's stated goal of fairness and equity to students, employees, applicants, and visitors. It is vitally important that those who work, study, and in some cases, live in our community, understand and recognize the university's Non-Discrimination and Retaliation Policies. To that end, we have reprinted these policies below.

Non-Discrimination Policy

George Mason is an equal opportunity and affirmative action institution committed to the principle that access to study or employment opportunities afforded by the university, including all benefits and privileges, be accorded to each person—student, faculty, staff member, or applicant for employment or admission—on the basis of individual merit without regard to race, color, religion (employees), national origin, veteran status, disability, sexual orientation, sex, or age (except where sex or age is a bona fide occupational qualification).

George Mason University shall maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices in every phase of university operations. Furthermore, affirmative action will be taken to ensure that opportunities afforded by the university are fully available to persons with disabilities, women, disabled and Vietnam veterans, and minorities. The university will make every reasonable accommodation to enable students or employees with disabilities to undertake work or study for which they qualify.

As required by the Civil Rights Act of 1964, as amended, the university is committed to the broad application of Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act of 1975.

Students and employees should bring problems or questions regarding Equal Opportunity/Affirmative Action/Sexual Harassment policies to the attention of the supervisor, department chair, the dean of Student Services, an academic dean, the director of human resources, the university ombudsman, a trusted staff or faculty member, the Women's Studies Research and Resource Center, or the Assistant to the President and Director of OEDS, Mason Hall, Room D105, (703) 993-8730.

Students with disabilities can contact the Disability Resource Center (DRC), 234 Student Union I, (703) 993-2474.

Retaliation Policy

Members of the George Mason community, or applicants for admission or employment at George Mason, have a fundamental right to express their belief that they have been discriminated against, as long as they use the proper channels. Furthermore, these individuals have the rights to file charges with the Office of Equity and Diversity Services or with the federal and state offices charges to hear and investigate issues of discrimination.

Federal law and university regulations strictly prohibit any retaliation against individuals in the George Mason community who exercise their rights to file charges of discrimination. Retaliation is prohibited whether or not the charging party prevails in the original charge. Subsequent to, or contemporaneous with the original charge, no agent of the university can retaliate (e.g., harass, coerce, intimidate, or discriminate) against an individual who exercises his/her right to file or participate in complaint. If this happens, the complainant and/or participant may file another complaint alleging such harassment,

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intimidation, etc. Charges of retaliation shall be treated as separate and distinct from the original charges and allegations and will be investigated by the Office of Equity and Diversity Services.

Getting Help

If you are being discriminated against, you don't have to suffer in silence. There are people who can help and steps you can take to confront and eliminate discrimination, harassment, and retaliation. George Mason University wants you to A.C.T.

- ASK for equal treatment.
- CALL on others for support.
- TALK to officials.

Office of Equity and Diversity Services
George Mason University
Mason Hall, Room D105
Fairfax, Virginia 22030-4444
Voice: (703) 993-8730
Fax: (703) 993-8899
TTY: (703) 993-8787

