



## **POLICY ON NON-DISCRIMINATION FOR PROGRAM PARTICIPANTS**

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### **Policy Statement**

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In accordance with its Policy Statement on Non-Discrimination, it is the policy of The University of North Carolina at Chapel Hill (the “University”) not to discriminate on the basis of an individual’s age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation or veteran status (“protected status”). No person, on the basis of protected status, shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, harassment or retaliation under any University program or activity.

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### **Reason for Policy**

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The University has adopted this Policy to provide for prompt and equitable resolution of complaints by University visitors or program participants who allege unlawful discrimination, harassment or retaliation under, exclusion from participation in, or denial of the benefits of University programs or activities. The University maintains separate procedures for University students, employees and applicants in its Policy on Prohibited Discrimination, Harassment and Related Misconduct. Retaliation against anyone who files a complaint or cooperates in the investigation of a complaint is strictly prohibited.

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### **Procedures**

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1. Complaints should be submitted to the Equal Opportunity and Compliance Office, in writing, within fifteen (15) days of the date of the alleged event or incident. Complaints submitted to the Equal Opportunity and Compliance Office should be directed to the following physical or email address:

Equal Opportunity and Compliance Office  
137 E. Franklin Street, Suite 404  
Campus Box 9160  
Chapel Hill, NC 27599  
eoc@unc.edu



2. The University encourages the person filing the complaint (the “Complainant”) to include as much information as possible about the alleged discrimination, harassment or retaliation, including the name, address, and phone number of the Complainant and the location, date, and description of the alleged event or incident. The University may not be able to investigate an anonymous complaint unless sufficient information is provided to enable the University to conduct a meaningful and fair investigation.
3. The Equal Opportunity and Compliance Office will issue a written response to the Complainant within a reasonable time period.

The availability and use of the above complaint procedure does not prevent a person from filing a formal complaint with an appropriate federal agency.

The University will make reasonable accommodations upon request to ensure that individuals with disabilities are able to participate in the above complaint procedure. Such accommodations may include, but are not limited to, providing interpreters, material in audio format, or an accessible location for any meetings. Please contact the Equal Opportunity and Compliance Office for such accommodations.

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### **Related Regulations, Statutes, and Policies**

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- Title VI of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Age Discrimination Act of 1975
- Section 504 of the Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Policy Statement on Non-Discrimination available at <http://policies.unc.edu/policies/nondiscrim/>
- Policy on Prohibited Discrimination, Harassment and Related Misconduct available at <http://policies.unc.edu/files/2013/04/PPDHRM.pdf>

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### **Contacts**

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Questions about this Policy should be directed to the Equal Opportunity and Compliance Office at the physical or email address above or by telephone at 919-966-3576.



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## Document History

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- Effective Date: August 6, 2013
- Last Revised Date: February 4, 2016