

Bd. Min. 2-19-71; Reaffirmed Bd. Min. 10-14-77; Amended Bd. Min. 5-23-80; Amended Bd. Min. 10-15-82; Amended Bd. Min. 10-16-03; Amended Bd. Min. 6-19-14; Revised 9-22-14 by Executive Order 41. Revised 2-5-15; Revised 2-9-17 with effective date of 3-1-17; Revised 7-28-20 with effective date of 8-14-20; Amended Bd. 11-20-24

A. **A A A A A A A** The Curators of the University of Missouri does hereby reaffirm and state the policy of the University of Missouri on Equal Employment/Educational Opportunity and Nondiscrimination.

1. Equal Opportunity is and s6nBT/F3.00000912 0 612 792 reW*nBT/F3 10 Tf1 0 C

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sexual orientation, gender identity, gender expression, age, disability, protected veteran status, and any other status protected by applicable state or federal law. As used in this policy, the word "sex" is also inclusive of the term "gender."

The University's Nondiscrimination policies apply to any phase of its employment process, any phase of its admission or financial aid programs, other aspects of its educational programs or activities, and instances occurring in other settings, including off-campus, if there are effects of the conduct that interfere with or limit any person's ability to participate in or benefit from the University's educational programs, activities or employment. Notices of Nondiscrimination are posted online and in physical locations for the UM

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University's education programs, activities, or employment, or occurs outside the United States, but nonetheless has an effect that interferes with or limits any person's ability to participate in or benefit from the University's education programs, activities or employment;

- b. Workplace sexual harassment: Conduct that creates a hostile environment by being sufficiently severe or pervasive and objectively offensive that it interferes with, limits or denies the ability to participate in or benefit from the University's education programs, activities or employment;
- c. Sex discrimination that does not involve conduct of a sexual nature.

3. **A A** . Consent to sexual activity is knowing and voluntary. Consent to sexual activity requires of all

Equity Officer
:
One University Boulevard
220 Woods Hall
St. Louis, MO 63121
A : 314-516-4538
: dana@umsl.edu
www.umsl.edu/title-ix

A
Julia Settles, M.D., J.D., CPHRM, CPPS
Equity Officer
One Hospital Drive
Columbia, MO 65212
A 573-882-8187
SettlesJA@health.missouri.edu
https://www.umssystem.edu/ums/dei/titleix/muhc_title_ix_office

NOTE: All references to "Equity Officer" throughout this policy refer to the Equity Officer or the Equity Officer's designee.

If the Complaint involves the University's Equity Officer, reports may be made to the System Equity Officer. If the Complaint involves the System Equity Officer, reports may be made to the System President. The contact information for the System President is:

Office of the President
105 Jesse Hall
Columbia, MO 65211
A (573) 882-2011
president@umssystem.edu

NOTE: The above-listed contact information for Equity Officers may be updated as needed and without requiring the approval of the Board of Curators.

D. **A** The University is committed to preventing and eliminating impermissible discrimination and harassment in its educational programs, activities and employment. To that end, the University maintains policies regarding reporting, investigation, and resolution of complaints of discrimination or harassment. Specifically, please see:

1. Section 600.040 - Equity Resolution Process for Resolving Complaints of Discrimination and Harassment Against a Faculty Member or Student or Student Organization
2. Section 600.050 - Equity Resolution Process for Resolving Complaints of Discrimination and Harassment Against a Staff Member or the University of Missouri

E. **A** **A** **A** **A**
1. **A** **A** **A** . Students, employees, volunteer5(n)8(t)-5(s)-3(,)-10()TJET0.00000912 0 612 792 reW

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be determined to be ineligible for defense or protection under Section 490.010 of the University's Collected Rules and Regulations for any associated claims, causes of action, liabilities or damages.

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1. Retaliation is any adverse action taken against a person because of that person's participation in protected activity. The phrase

FAX: (816) 268-0559
TDD: (800) 877-8339
Email:

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