

Non-Discrimination Policy Statement

Metropolitan State University of Denver (“the University”) **prohibits discrimination** on the basis of race, creed, color, sex, gender, gender identity or expression, pregnancy, national origin, nationality, age, ancestry; marital, domestic partnership, or civil union status; religion; affectional or sexual orientation; atypical hereditary cellular or blood trait; genetic information; military service; protected veteran status; and mental or physical disability, including perceived disability and AIDS and HIV-related illnesses. The University **prohibits harassment** related to any of the foregoing categories. The University **prohibits retaliation** for: 1) filing a complaint of; or 2) participating in an investigation of discrimination and harassment; and/or any other category protected by law from discrimination under federal, state, or local law, regulation, or ordinance in any of the University’s educational programs and activities, and employment (including application for employment) and admissions (including application for admission). This statement is made as required by Title IX of the Education Amendments of 1972; Title III of the Americans with Disabilities Act of 1990, as amended in 2008; Section 504 of the Rehabilitation Act of 1973; Title VI and VII of the Civil Rights Act of 1964; Age Discrimination Act of 1975 and Age Discrimination in Employment Act of 1967; provides equal access to the Boy Scouts and other designated youth groups.

The University prohibits retaliation against any individual who makes a good faith report or formal complaint, testifies, assists, participates, or refuses to participate in any manner in an investigation, proceeding, or hearing under the University’s Procedure for Investigating and Responding to Complaints of Discrimination, Harassment, and Retaliation and Discrimination, Harassment, Sexual Misconduct, Title IX Violations, and Retaliation. However, all University employees are required to cooperate with investigations as part of their employment.

The University complies with all federal and state laws that protect individuals with disabilities from discrimination based on their disability or perceived disability status. Reasonable accommodations, auxiliary aids, and services are available to individuals with disabilities when such modifications and services are necessary to access University programs and services.

The University has designated the Office of Equal Opportunity (“OEO”) to coordinate the University’s compliance with federal and state civil rights laws and regulations regarding protected characteristics, including Title IX and those other laws and regulations referenced above. The following person has been designated to receive complaints and inquiries regarding the nondiscrimination issues:

Karin Ranta-Curran, J.D.
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Title VI, Title IX, and ADA Coordinator
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