



POLICY ADDRESSING MISCONDUCT, HARASSMENT, AND DISCRIMINATION BASED ON SEX (2024)

I. Executive Summary

Winston Salem State University (WSSU) adheres to all federal and state law prohibiting discrimination and harassment in employment and education. WSSU does not discriminate in its admissions practices, employment practices, or educational programs or activities on the basis of sex, except as may be permitted by law. As a recipient of federal financial assistance for education activities, WSSU is required by Title IX of the Education Amendments of 1972 (Title IX) to ensure that all of its education programs and activities do not discriminate on the basis of sex. Sex includes sex, sex stereotypes, sex characteristics, gender identity, sexual orientation, and pregnancy or related conditions.

II. Policy Statement

Sex discrimination is prohibited under Title IX and by WSSU Policy, and it includes sex-based harassment, sexual assault, dating and domestic violence, stalking, quid pro quo harassment, hostile environment harassment, disparate treatment, and disparate impact.

WSSU also prohibits retaliation against any person opposing discrimination or harassment or participating in any internal or external investigation or complaint process related to allegations of sex discrimination.

III. Applicability

Any WSSU faculty member, employee, or student who acts to deny, deprive, or limit the educational, employment, opportunities, and/or benefits of any member of WSSU community on the basis of sex or breaches any provisions herein may be found in violation of this Policy.

IV. Roles and Responsibilities

Questions regarding Title IX, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator.

The University's Title IX Coordinator is:
Kayla Rudisel, JD
O: 123 Blair Hall
601 S. Martin Luther King Jr. Drive
Winston-Salem, NC 27110
P: 336-750-8758
E: rudiselka@wssu.edu

A person may also file a complaint with the appropriate federal, state, or local agency within the time frame required by law. Depending upon the nature of the complaint, the appropriate agency

may be the U.S. Department of Education Office for Civil Rights (OCR), the Department of Justice, and/or another appropriate federal or state agency.

Assistant Secretary for Civil Rights
Office for Civil Rights, National Headquarters
U.S. Department of Education
Lyndon Baines Johnson Dept. of Education Building
400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: 800-421-3481
Fax: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov

Responsible Division: Vice Chancellor for Intuitional Integrity

Authority: Chancellor

History: Adopted August 1, 2024