

PPP-62 Policy on Sexual Orientation

As reflected in its Values Statement, East Tennessee State University is committed to a policy of non-discrimination and equal opportunity that extends to all members of the University Community. All persons are treated equally in the University's programs and activities, recruitment and admissions, and employment practices. It is the policy of East Tennessee State University that neither its students nor its employees be discriminated against on the basis of that individual's sexual orientation. Such a policy helps ensure that only relevant factors are considered and that equitable and consistent standards of conduct and performance will be applied.

For the purpose of this policy, sexual orientation shall be defined as heterosexual, homosexual, or bisexual status.

A student who has an academic complaint involving discrimination based on his or her sexual orientation should contact the Office of the Provost. All other student complaints involving sexual orientation should be directed to the Dean of Students. Any individual who has an employment discrimination complaint based upon his or her sexual orientation should contact the Associate Vice President/Director of Human Resources or the University's EEO/AA Director.

This policy shall not be construed to:

1. infringe upon the free exchange of ideas essential to the academic environment;
2. limit the freedom of religious association; or
3. establish a duty to engage in affirmative action measures on the basis of sexual orientation.

Further, this policy shall not be construed to require the compliance of external government agencies, University programs governed by external governmental agencies in which non-discrimination does not include sexual orientation (i.e., ROTC), or programs which discriminate as a matter of policy. Moreover, East Tennessee State University recognizes that, notwithstanding the language set forth in this policy, eligibility of its employees for employment benefits is determined by the laws and regulations of the State of Tennessee.

Source: Approved by President's Council, January 2000.