

# STATEMENT ON EQUAL OPPORTUNITY AND NON-DISCRIMINATION

## Non-Discrimination, Title VI, Title VII

Youngstown State University is committed to a campus environment that values all individuals and groups and to non-discrimination and equality of opportunity in education and employment. University policy and federal and state law prohibit all forms of discrimination and/or harassment based on sex, race, color, religion, national origin (including shared ancestry) age, sexual orientation, gender identity and/or expression, disability, or veteran/military status or any other basis protected by law.

Inquiries about Title VI and Title VII may be referred to Youngstown State University's Executive Director of Equal Opportunity, the U.S. Department of Education's Office for Civil Rights, or both. Youngstown State University's Executive Director of Equal Opportunity is Dana Lantz, Executive Director of Equal Opportunity and Human Resources, and Title IX Coordinator, 1 Tressel Way, Tod Hall Suite 312, Youngstown, Ohio, [dclantz@ysu.edu](mailto:dclantz@ysu.edu) 330.941.4629. The Deputy Equal Opportunity Coordinator is Debbie Kempers, [dkempers@ysu.edu](mailto:dkempers@ysu.edu), 330.941.2107.

Youngstown State University's Title VI and Title VII non-discrimination policy can be located at 3356-2-03 Discrimination/Harassment, Executive Order 2022-06D ([https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fysu.edu%2Fsites%2Fdefault%2Ffiles%2Funiversity\\_policies%2F3356-2-03\\_Discrimination\\_harassment.docx&wdOrigin=BROWSELINK](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fysu.edu%2Fsites%2Fdefault%2Ffiles%2Funiversity_policies%2F3356-2-03_Discrimination_harassment.docx&wdOrigin=BROWSELINK)), (<https://ysu.edu/sites/default/files/Executive%20Order%202022-06D.pdf>) Executive Order 2023-01D (<https://ysu.edu/sites/default/files/Executive%20Order%202023-01D.pdf>) and the guidelines for initiating and investigating complaints can be located at Guidelines for Initiating and Investigating Complaints. (<https://ysu.edu/sites/default/files/users/seluce/Guidelines%20%20for%20Initiating%20and%20Investigating%20Complaints%20rev.%202023-2024.pdf>)

## Title IX

Youngstown State University does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment.

Inquiries about Title IX may be referred to Youngstown State University's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. Youngstown State University's Title IX Coordinator is Dana Lantz, Executive Director of Equal Opportunity and Human Resources, and Title IX Coordinator, 1 Tressel Way, Tod Hall Suite 312, Youngstown, Ohio, [dclantz@ysu.edu](mailto:dclantz@ysu.edu) 330.941.4629 or [TitleIX@ysu.edu](mailto:TitleIX@ysu.edu).

Youngstown State University's Title IX non-discrimination policy and grievance procedures can be located at 3356-2-05 Title IX Sexual Harassment Policy ([https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fysu.edu%2Fsites%2Fdefault%2Ffiles%2Funiversity\\_policies%2F3356-2-05\\_\\_Title\\_IX\\_sexual\\_harassment\\_policy.docx&wdOrigin=BROWSELINK](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fysu.edu%2Fsites%2Fdefault%2Ffiles%2Funiversity_policies%2F3356-2-05__Title_IX_sexual_harassment_policy.docx&wdOrigin=BROWSELINK))

To report information or to make a complaint about conduct that may constitute sex discrimination or sexual harassment pursuant to Title IX, please refer to <https://ysu.edu/title-ix/reporting> (<https://ysu.edu/title-ix/reporting/>).

## ***Statement on Equal Opportunity and Non-Discrimination***

Youngstown State University Non-Discrimination Statement: Youngstown State University does not discriminate on the basis of race, color, national

origin, sex, sexual orientation, gender identity and/or gender expression, disability, age, religion, veteran/military status, or any other status protected by law, in its programs and activities.

## ***OFFICE OF EQUAL OPPORTUNITY POLICY DEVELOPMENT AND TITLE IX***

The Office of Equal Opportunity, Policy Development & Title IX supports Youngstown State University's commitment to promote human and intellectual diversity by fostering an inclusive environment for all members of the University community. Our office ensures the University's obligations of equal access and equal opportunity in education and employment for all faculty, staff and students through the application and implementation of policies, procedures and practices that are equitable, transparent and understood by members of the University community.

Our office also promotes university success by administering the University's Policy against Discrimination/Harassment, Sexual Misconduct, and Retaliation. The Office of Equal Opportunity, Policy Development & Title IX oversees the University's compliance with federal and state laws, including Title VI, Title VII, Title IX and ADA, that prohibit discrimination and harassment based on race, sex, pregnancy, religion, color, age, national origin, veteran and/or military status, genetic information, disability, sexual orientation, gender identity or expression, marital status or parental status.

The Office of Equal Opportunity, Policy Development & Title IX is the campus home of the university's Title IX Coordinator. Title IX is the federal civil rights law that prohibits discrimination against students based on sex and gender in educational programs and activities. Title IX requires that Youngstown State University ensure that all students have equal access to education, regardless of gender, gender expression, sexual orientation or gender identity.

Sexual misconduct, sexual harassment, and sexual violence (including sexual assault, sexual exploitation, relationship violence, domestic abuse and stalking) negatively impact students' academic success and, as a result, are considered forms of gender discrimination prohibited by Title IX. The University appoints a Title IX Coordinator to assist complainants in reporting, and to provide resources and/or supportive measures to parties in Title IX cases.

Any questions or interest in getting involved should be directed to:

Dana Lantz, Director of Equal Opportunity, Policy Development and Title IX  
One University Plaza, Tod Hall, Suite 312  
Youngstown, Ohio 44555  
330-941-4629  
[dclantz@ysu.edu](mailto:dclantz@ysu.edu)