

Non-Discrimination Policy

I. University Policy Statement

Vanderbilt University does not discriminate against individuals on the basis of their race, color, national or ethnic origin, religion, sex, sexual orientation, gender identity, gender expression, pregnancy and related conditions, parental status, age, disability, military service, veteran status, genetic information, or any other classification protected by law in its programs and activities. The university is committed to providing equal access and equal opportunity in employment, education, and all other areas of the university community.

II. Policy

This policy complies with applicable federal, state, and local non-discrimination laws and regulations, including but not limited to Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act as amended, the Age Discrimination in Employment Act, the Older Workers Benefit Protection Act, the Age Discrimination Act of 1975, the Uniformed Services Employment and Reemployment Rights Act, the Vietnam Veterans' Readjustment Assistance Act, the Tennessee Human Rights Act, the Tennessee Disability Act, the Pregnant Workers' Fairness Act, and the Genetic Information Nondiscrimination Act.

III. Scope and Audience

This policy applies to all staff.

IV. Definitions

Prohibited Conduct: Under this policy, prohibited conduct includes:

Discrimination: Treating someone differently or less favorably because of their race, color, national or ethnic origin, religion, sex, sexual orientation, gender identity, gender expression, pregnancy and related conditions, parental status, age, disability, military service, veteran status, genetic information, or any other classification protected by law ("protected classes") in the administration of Vanderbilt's educational policies, programs, or activities. This policy also prohibits discrimination based on the perception that any

person is a member of any of the protected classes or is associated with a person who is, or is perceived to be, a member of one or more of the protected classes.

Discriminatory Harassment: Any verbal, written, or physical conduct, or conduct using technology, directed toward someone because of their membership in a protected class that has the purpose or effect of substantially interfering with a person's work performance or participation in university activities, or creating an intimidating, hostile, or offensive environment. This policy also prohibits harassment based on the perception that any person is a member of any of the protected classes or is associated with a person who is, or is perceived to be, a member of one or more of the protected classes.

To constitute a hostile environment, conduct must be both subjectively and objectively offensive, and so severe or pervasive that it unreasonably interferes with, limits, or deprives a member of the community of the ability to participate in or to receive benefits, services, or opportunities from the university's education or employment programs or activities. A person's subjective belief that conduct is intimidating, hostile, or offensive does not make that conduct harassment. In determining whether a hostile environment exists, the Equal Opportunity and Access Office (EOA) and the Title IX Office examine the context, nature, scope, frequency, duration, and location of incidents, as well as the relationships of the persons involved.

Retaliation: Retaliation includes action threatened or taken, directly or indirectly, intended to deter a person from engaging in Protected Activity (defined below) or done in retribution for a person's engagement in a Protected Activity. Action in response to a Protected Activity is retaliatory if it: (1) would not have occurred in the absence of the Protected Activity; and (2) has a materially adverse effect on the person, meaning the action was sufficiently harmful to deter a reasonable person from engaging in the protected activity. The university strictly prohibits retaliation and will take appropriate action to address reports of retaliation.

Additional Definitions:

Complainant: The person who is reported to have been subjected to discrimination, harassment, or retaliation.

Protected Activity: This includes (1) reporting (internally or externally) or inquiring, in good faith, about suspected violations of law or policy; (2) assisting others in reporting or inquiring, in good faith, about suspected violations of law or policy; or (3) participating in an investigation or proceeding related to suspected violations of law or policy.

Report: Any complaint or information provided to EOA alleging an incident of discrimination, harassment, or retaliation.

Respondent: The person who is alleged to have engaged in prohibited conduct.

V. Disciplinary Action

Any violation of this policy may result in disciplinary action.

VI. Contacts

University Policy Owner: Associate Vice Chancellor for Equal Access
Division/Department: Division of Administration, Office for Equal Access
Executive Sponsor (Vice Chancellor): Vice Chancellor for Administration
Division/Department: Administration

VII. Roles and Responsibilities

None current.

VIII. Forms and Tools

Reports of discrimination or harassment can be reported to the Equal Opportunity and Access Office [online](#), by email to eoavanderbilt.edu, or by calling (615) 343-9336.

IX. Frequently Asked Questions

None current.

X. Related Information

Retaliation Policy
Faculty Manual
Student Discrimination Policy and Procedures
[Sexual Misconduct Policy](#)
[Formal Grievance Protocol](#)

XI. Certification Requirements

Employees must certify they have read this policy.

XII. History

Date Issued: July 1, 2025

Original Issue Date:

July 1	2025
Month	Year

Next Scheduled Review Date:

May	2028
_____	_____
Month	Year