

ROSE-HULMAN'S
NON-DISCRIMINATION
AND DISABILITY POLICY

ROSE-HULMAN
INSTITUTE OF TECHNOLOGY

A. STATEMENT OF NON-DISCRIMINATION

Rose-Hulman adheres to all federal and state civil rights laws banning discrimination in private institutions of higher education. Rose-Hulman will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, religion, sex, pregnancy, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, sexual orientation, gender, gender identity or expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any complaint process on campus or with the Equal Employment Opportunity Commission or other human rights agencies.

This policy covers non-discrimination in employment and in access to educational opportunities. Therefore, any member of the campus community, guest or visitor who acts to deny, deprive or limit the educational, employment, residential and/or social access, benefits and/or opportunities of any member of the campus community on the basis of their actual or perceived membership in the protected classes listed above is in violation of Rose-Hulman’s policy on non-discrimination. When brought to the attention of Rose-Hulman, any such discrimination will be appropriately investigated and remedied.

All complaints of discrimination made by students should be reported to:

Erik Hayes
Vice-President for Student Affairs and Dean of Students
Mussallem Union 151
(812) 877-8230

All complaints of discrimination made by employees should be reported to:

Alvin Lee
Director of Human Resources
Moench Hall
(812) 877-8994

All complaints of sexual harassment should be reported to:

Kristen Bardou Loyd
Title IX Coordinator
Mussallem Union 236
(812) 877-8484
loyd1@rose-hulman.edu

Complaints of discrimination and retaliation will be investigated. Appropriate discipline may be given, ranging from written warnings to permanent suspension for students and termination for employees. The Office of Student Affairs will handle complaints of discrimination involving students and will follow the Non-Academic Misconduct procedures. Human Resources will handle complaints of discrimination involving employees. Complaints of sexual harassment will follow the Title IX Policy and Procedures.

B. DISABILITY ACCOMMODATIONS FOR EMPLOYEES

Pursuant to the Americans with Disabilities Act (ADA) and the Americans with Disabilities Amendments Act (ADAAA), Rose-Hulman Institute of Technology does not discriminate against employees with disabilities and, when needed, the Institution will provide reasonable accommodations to employees so that they may perform the essential job duties of their position. Furthermore, it is the policy of Rose-Hulman to comply with all federal, state and local laws concerning the employment of persons with disabilities and act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). It is our policy not to discriminate against employees with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment.

Rose-Hulman will reasonably accommodate employees with a disability so that they can perform the essential functions of their job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation and/or if the accommodation creates an undue hardship to Rose-Hulman. Reasonable accommodation includes any changes to the work environment and may include making existing facilities readily accessible to and usable by employees with disabilities, job restructuring, modified work schedules, acquisition or modification of equipment or devices, appropriate adjustment or modifications of training materials, and providing qualified readers or interpreters. An employee with a disability is responsible for requesting an accommodation in writing to the Director of Human Resources and providing appropriate documentation. The Director of Human Resources will work with the employee's supervisor and the Director of Student Accessibility Services or other appropriate individuals to identify which essential functions of the position are affected by the employee's disability and what reasonable accommodations could enable the employee to perform their job duties.

C. DISABILITY ACCOMMODATIONS FOR STUDENTS

Rose-Hulman is committed to providing qualified students with disabilities with reasonable accommodations and support needed to ensure equal access to the academic programs and activities of Rose-Hulman. All accommodations are made on a case-by-case basis. A student requesting an accommodation should first contact the Director of Student Accessibility Services who coordinates services for students with disabilities. The Director reviews documentation provided by the student and determines which accommodations are appropriate to the student's particular needs and academic programs.