

	<b>Policy Prohibiting Unlawful Discrimination</b>	<b>Responsible Administrative Unit:</b> Executive Vice President of Administration and Operations  <b>Policy Contact:</b> Title IX Coordinator Email <a href="mailto:titleix@mines.edu">titleix@mines.edu</a>
	<b>Issued: March 13, 1992</b> <b>Revised: February 8, 2019</b>	

### 1.0 BACKGROUND AND PURPOSE

This policy is promulgated by the Board of Trustees of the Colorado School of Mines (“Mines”) pursuant to the authority conferred upon it by CRS §23-41-104(1) in order to set forth a policy prohibiting unlawful discrimination at Mines.

### 2.0 POLICY

Mines is committed to inclusivity and access for all persons and strives to create learning and workplace environments that exclude all forms of unlawful discrimination, harassment and retaliation. Mines’ commitment to non-discrimination, affirmative action, equal opportunity, and equal access is reflected in the administration of its policies, procedures, programs, and activities, as well as its efforts to achieve a diverse student body and workforce.

Discrimination on the basis of age, ancestry, creed, marital status, race, ethnicity, religion, national origin, sex, gender, gender identity, gender expression, disability, sexual orientation, genetic information, veteran status, or military service is unlawful and therefore prohibited. This prohibition applies to all students, faculty, staff, contractors, administrators, trustees, visitors, and volunteers.

This policy and its related procedures apply to Mines employees and pertain to any situation involving unlawful discrimination on the bases of age, ancestry, creed, marital status, race, ethnicity, religion, national origin, sex, gender, gender identity, gender expression, disability, sexual orientation, genetic information, veteran status, or military service. Please refer to the Unlawful Discrimination Policy Procedures for more information on the procedures utilized for resolving complaints filed under this policy.

Mines will not tolerate retaliation against Mines community members for filing complaints regarding or implicating any of these protected statuses, or otherwise participating in investigations regarding such complaints.

It is a violation of this Policy to intentionally submit a false complaint or file a complaint that is not made in good faith or to provide false or misleading information during an investigation.

### 3.0 PROCEDURES FOR IMPLEMENTATION AND COMPLAINTS

The Board of Trustees directs the President, or the President’s delegates, to develop, manage, and maintain appropriate procedures and resources to implement this policy. Violators of this policy will be subject to disciplinary action, up to and including termination of employment, expulsion, and termination of contractual relationships with Mines. No one filing a complaint under this policy shall be

permitted to simultaneously file a grievance under the State of Colorado Personnel Board Rules or the Colorado School of Mines Faculty Handbook against the same individual and arising out of the same event(s).

#### **4.0 HISTORY & REVIEW CYCLE**

Promulgated by the Mines Board of Trustees on March 13, 1992.

Amended by the Mines Board of Trustees on June 10, 1999; June 22, 2000; June 7, 2003; August 14, 2007; August 29, 2014 and February 8, 2019.