

Notice of Nondiscrimination, Anti-Harassment, and Non-Retaliation

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its education programs or activities, including admissions and employment. The University prohibits any form of retaliation taken against anyone for reporting discrimination, harassment, or retaliation for otherwise engaging in protected activity.

The University is committed to ensuring equal opportunity and access for all persons, and providing academic and employment environments free from discrimination, harassment, and retaliation. The University adheres to all applicable federal and state laws regarding nondiscrimination, including, but not limited to, the following laws:

- Age Discrimination Act of 1975 and Age Discrimination in Employment Act of 1967, which prohibit discrimination based on age.
- Equal Pay Act of 1963, which prohibits sex-based wage discrimination.
- Genetic Information Nondiscrimination Act of 2008, which prohibits discrimination because of genetic information.
- Pregnancy Discrimination Act of 1978, which prohibits discrimination against women because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.
- Section 504 of Rehabilitation Act of 1973, and Title II of the Americans with Disability Act of 1990, which prohibits discrimination based on disability. The University will engage in the interactive process with the individual and their health care provider to identify reasonable and effective accommodations.
- Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin (including limited English proficiency).
- Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, religion, sex, and national origin.
- Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on sex in education program or activities.

The University is required by Title IX and 34 C.F.R. Part 106 not to discriminate in such a manner. This requirement not to discriminate extends to admission and employment. Title IX also prohibits retaliation against reporters of sex discrimination, including but not limited to reports of sex discrimination against administrators and other employees. Inquiries about the application of Title IX may be referred to a University Title IX Coordinator or the Assistant Secretary for Civil Rights of the Department of Education or both. The University of Nebraska Board of Regents Policy 2.1.8 prohibits sexual misconduct. [University of Nebraska Executive Memorandum 38](#), Procedures for Sexual Misconduct Reports Against Students and [Executive Memorandum 39](#), Procedures for Sexual Misconduct Reports Against Employees provide the grievance process for complaints alleging sexual misconduct.

Individuals who believe that they have been subjected to discrimination, harassment, or retaliation in violation of this statement, or who believe they may have witnessed conduct in violation of this statement, can report those violations to the office or official listed below. Supportive, interim, and protective measures (such as counseling, extensions of deadlines or other course adjustments, modifications of work or class schedules or locations, leaves of absence, increased security or monitoring, or restrictions on contact between the parties) will be made available as necessary to both the individual filing the report and the individual accused in the report. The University will strive to maintain the confidentiality of any measures taken to the extent possible.



UNIVERSITY OF NEBRASKA AT OMAHA

Reporting Contacts:

Any student, employee, or third party who believe they have been discriminated against or harassed is encouraged to report the incident(s) to the University. The University will respond promptly, including by offering supportive measures, informing parties about the available complaint and investigation processes, and taking reasonable care to prevent and promptly correct discrimination or harassment.

UNO Compliance Office			
Chief Compliance Officer	Drew Nielsen	402.554.3715	drewnielsen@unomaha.edu
Title IX Coordinator	Sarah Weil	402.554.2120	sweil@unomaha.edu
ADA/504 (Students)	Cathy Pettid	402.554.3523	cpettid@unomaha.edu
ADA/504 (Employees)	Kristina Hoffmann	402.554.2463	kristinahoffmann@unomaha.edu

Report online via:

Sexual Misconduct Incident Reporting Form:

https://cm.maxient.com/reportingform.php?UnivofNebraskaSystem&layout_id=7

UNO Bias/Hate Incident Report Form:

https://cm.maxient.com/reportingform.php?UnivofNebraskaOmaha&layout_id=30

EthicsPoint:

<https://secure.ethicspoint.com/domain/media/en/gui/52126/index.html>

Discrimination Complaints Procedures are available:

Sexual Misconduct/Title IX: <https://www.unomaha.edu/office-of-equity-access-and-diversity/title-ix-information/policy-and-procedures.php>

Non-discrimination Policy and Procedures: <https://www.unomaha.edu/campus-policies/interim-policy-non-discrimination-policy-and-procedures.php>

External entities that may receive reports of discrimination include:

US Department of Education Office for Civil Rights (OCR)	
National Headquarters	Kansas City Office (Office for Nebraska)
Lyndon Baines Johnson Department of Education Bldg. 400 Maryland Avenue, SW Washington, DC 20202-1100 Phone 800.421.3481 Fax 202.453.6012 TDD 800.877.8339 Email OCR@ed.gov	One Petticoat Lane 1010 Walnut Street, 3rd Floor, Suite 320 Kansas City, MO 64106 Phone 816.268.0550 Fax 816.268.0599 TDD 800.877.8339 Email OCR.KansasCity@ed.gov



UNIVERSITY OF NEBRASKA AT OMAHA

Students in programs receiving NASA funding may file Title IX complaints directly with NASA.

NASA – Director, EEO Complaints and Programs
Office of Diversity and Equal Opportunity Suite 6R81 NASA Headquarters 300 E Street, SW Washington, DC 20546-0001 Telephone No. 202-358-2180 Facsimile: 202-358-4343 Attention: Director, EEO Complaints and Programs (CAP) Office of Diversity and Equal Opportunity, Suite 6R81 Washington DC 20546 E-mail: hq-dl-cmd@mail.nasa.gov

Students in programs receiving Department of Homeland Security funding, members of the public, and other non-employees may direct discrimination inquiries and file complaints directly with DHS within 180 days.

US Department of Homeland Security
E-mail: CRCLCompliance@hq.dhs.gov (the fastest method to submit your complaint) Fax: 202-401-4708 Package/Overnight Delivery: Please contact CRCL for information on sending a package. U.S. Postal Mail: (this method can take up to 20 business days) U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties Compliance Branch, Mail Stop # 0190 2707 Martin Luther King Jr Ave SE Washington, DC 20528-0190 If you have questions, you may also contact CRCL by telephone: Local: 202-401-1474 Toll Free: 1-866-644-8360 Local TTY: 202-401-0470 Toll Free TTY: 1-866-644-8361

Nebraska Equal Opportunity Commission (NEOC)	Equal Employment Opportunity Commission (EEOC)
Nebraska State Office Building 301 Centennial Mall South, 5th Floor PO Box 94934 Lincoln, NE 68509-4934 402.471.2024	Kansas City Area Office Gateway Tower II 400 State Ave., Suite 905 Kansas City, KS 66101 1.800.669.4000

Limited English Proficiency Policy

In accordance with the prohibition against discrimination on the basis of national origin under Title VI and [Executive Order 13166](#), the University of Nebraska at Omaha is committed to the accessibility of services to those with Limited English Proficiency (LEP). To that end, the University will make available appropriate alternative language formats to those with limited English proficiency upon request to ensure accessibility of university related services and supports.

[Limited English Proficiency Information](#)

Language Assistance Measures

Language assistance measures, to support accessibility of services, are “communication accommodations” that enable LEP persons to access program services and or experience them at an acceptable level. These measures include but are not limited to the following examples:

- Applications and forms translated into multiple languages.
- Notification of availability of services and programs to translate/multiple languages.
- Telephone relay interpretation (for public notification and general information).
- Low or mixed-literacy and bilingual materials.
- Program volunteers and staff who are bilingual or multi-lingual.

UNO ADA Accommodations Request Processes

[Students](#)

[Employees](#)

[UNO Nondiscrimination Policy/Procedures](#)

[Limited English Proficiency Information](#)