

Equal Access/Equal Opportunity

Valley City State University is committed to nondiscrimination in its educational policies and employment practices as required by law, specifically Title VII of the Civil Rights Act of 1964, as amended, Title I and Title V of the Americans with Disabilities Act of 1990, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, and Title II of the Genetic Information Nondiscrimination Act of 2008. The university has given assurance of compliance with these regulations and subsequent amendments. The university will seek prompt and equitable resolution of allegations of discrimination, or retaliation for allegations. Discrimination for this policy includes allegations relating to race, religion, color, national origin, sex (including pregnancy and nursing mothers), age, marital status, physical or mental disability, equal pay, genetic information, and of allegations relating to sexual harassment. This procedure is in compliance with state and federal regulations.

With regard to Equal Employment Opportunity, the university will implement employment practices that exceed the minimal expectations of the law.

Inquiries concerning compliance may be directed to the following:

Title IX Coordinator

Jill DeVries, Athletic Director
W.E. Osmon Fieldhouse 103
701-845-7160

The Title IX Deputy Coordinator

Jennifer Larson
PHR; Director for Human Resources
McFarland 211
701-845-7401

Office of Civil Rights

U.S. Department of Education
John C. Kluczynski Federal Building
230 S Dearborn Street, 37th Floor
Chicago, IL 60604

Title 38 US Code 3679

In accordance with Title 38 US Code 3679 subsection (e), this school adopts the following additional provisions for any students using U.S. Department of Veterans Affairs (VA) Post 9/11 G.I. Bill® (Ch. 33) or Vocational Rehabilitation & Employment (Ch. 31) benefits, while payment to the institution is pending from the VA. This school will not:

- Prevent the student's enrollment;
- Assess a late penalty fee to the student;
- Require the student to secure alternative or additional funding;
- Deny the student access to any resources (access to classes, libraries, or other institutional facilities) available to other students who have satisfied their tuition and fee bills to the institution.

However, to qualify for this provision, such students may be required to:

- Produce the VA Certificate of Eligibility (COE) by the first day of class;
- Provide a written request to be certified