

	<h2>Prohibiting Unlawful Discrimination Policy</h2>	
	Responsible Administrative Unit: Finance, Administration, and Operations	Policy Contact: Title IX Coordinator titleix@mines.edu Director of Human Resources HR@mines.edu

1.0 BACKGROUND AND PURPOSE

The Colorado School of Mines (“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.

As part of this commitment, the Board of Trustees of the Colorado School of Mines promulgates this policy pursuant to the authority conferred by §23-41-104(1), C.R.S., and in accordance with applicable federal and Colorado civil rights laws.

2.0 POLICY STATEMENT(S)

Mines prohibits discrimination and harassment on the basis of age, ancestry, creed, marital status, race, color, ethnicity, religion, national origin, sex, gender, gender identity, gender expression, disability, sexual orientation, genetic information, veteran status, or military service. This prohibition applies to all students, employees, contractors, visitors, and volunteers.

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 materially false or misleading information during an investigation.

3.0 RESPONSIBILITIES

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.

4.0 COMPLIANCE/ENFORCEMENT

Prohibiting Unlawful Discrimination 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.

5.0 EXCLUSIONS/DISCLAIMER

No one filing a complaint under this policy will 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).

6.0 RESOURCES or ATTACHMENTS

- Equal Pay Act of 1963
- Titles IV, VI, and VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Rehabilitation Act of 1973 (sections 503 and 504)
- Vietnam Era Veterans Readjustment Assistance Act
- Age Discrimination Act
- Pregnancy Discrimination Act
- Age Discrimination in Employment Act of 1976
- Americans with Disabilities Act (as amended)
- Executive Order 11246
- Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act of 1991
- Uniform Services Employment and Reemployment Act
- Violence Against Women Act of 1994
- Violence Against Women Reauthorization Act of 2013
- Colorado Anti-Discrimination Act
- Statement of Equal Opportunity, Access and Nondiscrimination (<https://www.mines.edu/equal-opportunity/>)
- Office of Institutional Equity & Title IX website: <https://www.mines.edu/institutional-equity-title-ix/>
- Human Resources website: <https://www.mines.edu/human-resources/>

KEY WORDS

Discrimination, harassment, age, ancestry, creed, marital status, race, color, ethnicity, religion, national origin, sex, gender, gender identity, gender expression, disability, sexual orientation, genetic information, veteran status, military service

8.0 HISTORY AND REVIEW CYCLE

The policy will be reviewed at least every 2 years, or as needed by the Responsible Administrative Unit.

Promulgated March 13, 1992

Amended June 10, 1999

Amended June 22, 2000

Prohibiting Unlawful Discrimination Policy

Amended June 7, 2003

Amended August 14, 2007

Amended August 29, 2014

Amended February 8, 2019 (clarify which policy applied to sexual harassment)

Amended effective August 14, 2020 (update to format and compliance with new regulations)