VI-1.05 POLICY ON NON-DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY OR GENDER EXPRESSION

I. POLICY
A. Bowie State University (BSU) is committed to the most fundamental principles of academic freedom, equality of opportunity and human dignity. This commitment requires that treatment of students, faculty, staff, including applicants for admission, employment and individuals conducting business with BSU, be based on individual abilities and qualifications, and be free from invidious discrimination.

B. This policy specifically prohibits discrimination against students, faculty and staff on the basis of sexual orientation, gender identity and gender expression in academic admissions, financial aid, educational services, housing, student programs, activities, recruitment, hiring, employment, appointment, promotion, tenure, demotion, transfer, layoff or termination, rates of pay, selection for training and professional development and all employee services.

II. DEFINITIONS
A. "Gender Identity or Gender Expression" is defined as a person’s actual or perceived gender identity, self-image, appearance, behavior, or expression, regardless of whether that identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the person’s gender at birth.

B. "Sexual Orientation" is defined as the identification, perception or status of an individual as to homosexuality, heterosexuality or bisexuality. Discrimination on the basis of sexual orientation is prohibited by state and federal law.

III. COMPLAINT PROCEDURES
A. BSU is a recipient of federal funding and a member institution of the University System of Maryland and, as such, must adhere to all applicable laws, regulations, policies and procedures.

B. Complaints by students, faculty or staff alleging discrimination on the basis of sexual orientation, gender identity gender expression must be referred to the Equity Compliance Office for investigation. Employees with knowledge of a possible violation of this policy should notify their supervisor or contact the Equity Compliance Office directly. Supervisors, including Directors, Deans, Department Chairs, must notify the Equity Compliance Office within five (5) business days of after becoming aware of the alleged violation.
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C. The Equity Compliance Office will contact the complainant(s) to determine the initial merits of the complaint. If the allegations warrant a full investigation, named respondents of the alleged violations will be immediately notified in writing that a complaint has been filed against them and informed of the procedures involved in the investigation.

IV. DISCIPLINARY ACTION

A. Employees and students found to have violated this policy, including those employees who fail to report incidents of possible discrimination as required by Section III.B. of this policy, may be subject to disciplinary action up to and including termination or dismissal.

B. Disciplinary action against students may include, but is not limited to, counseling, written letter of admonishment to be placed in student records for a period not to exceed one (1) year, disciplinary suspension and disciplinary dismissal.

C. Disciplinary action against faculty and staff may include, but is not limited to, counseling, letter of warning or reprimand placed in employee’s file not to exceed two (2) years, suspension without pay and termination.