Non-Discrimination Statement

SUMMARY

Wake Forest University is committed to diversity, inclusion and the spirit of Pro Humanitate. In adherence with applicable laws and as provided by University policies, the University prohibits discrimination in its employment practices and its educational programs and activities on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability and veteran status.

The following persons have been designated to handle inquiries regarding the University's non-discrimination policies:

Tanya Jachimiak

Title IX Coordinator jachimtl@wfu.edu Reynolda Hall307 Winston-Salem, NC 27106 336-758-7258

Angela Culler

Assistant Vice President, HR Services Section 504/ADA Coordinator culleraa@wfu.edu 2958 Reynolda Road Winston-Salem, NC 27106 336-758-4010

Deputy Title IX Coordinators have been designated and represent various University schools/divisions. Contact information for each Deputy Coordinator can be obtained from the University's Title IX Coordinator.

Wake Forest will make every effort to ensure that those named in a complaint, or are too closely associated with those involved in the complaint; will not be a part of the investigation or the team.

Faculty and staff are not required to confront the person who is the source of the report, question or complaint before notifying any of those individuals listed.

Inquiries concerning the application of anti-discrimination laws may be referred to the individuals listed above or to the Office for Civil Rights, United States Department of Education. For further information on notice of non-discrimination, visit http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm for the address and phone number of the U. S. Department of Education office that serves your area, or call 1-800-421-3481.

Human Resources Policies and Procedures Revised February 2018

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Please note that the protections of the Whistleblower/Non-Retaliation Policy applies to anyone making a complaint.