

## Federal Protections

A number of state and federal laws and guidelines are designed to protect students and employees. Here are some of the protections that exist and that are enforced by Ferris State University:

State and federal laws prohibit discrimination. Ferris State University's Office of General Counsel coordinates the University's compliance with these state and federal non-discrimination laws, including the federal Vocational Rehabilitation Act of 1973, the federal Americans with Disabilities Act, and the amended Persons with Disabilities Civil Rights Act. The office of the General Counsel is also the grievance office designated regarding the University, its programs, procedures, or employees.

### Title VI

Title VI, 42 U.S.C. § 2000d et seq., was enacted as part of the landmark Civil Rights Act of 1964. It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance. Learn more here:

<http://www.justice.gov/crt/title-vi-civil-rights-act-1964-42-usc-2000d-et-seq>

### Section 504

The Office of Civil rights (OCR), “a component of the U.S. Department of Education, enforces Section 504 of the Rehabilitation Act of 1973, as amended, (Section 504) a civil rights statute which prohibits discrimination against individuals with disabilities.” More information is available on this Ferris site: <http://www.ferris.edu/colleges/university/disability/>

### Title II

OCR also enforces Title II of the Americans with Disabilities Act of 1990 (Title II), which extends this prohibition against discrimination to the full range of state and local government services, programs, and activities (including public schools) regardless of whether they receive any Federal financial assistance. Learn more here:

<http://www2.ed.gov/about/offices/list/ocr/504faq.html>

### Title IX

“Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. The principal objective of Title IX is to avoid the use of federal money to support sex discrimination in education programs and to provide individual citizens effective protection against those practices. Source:

<http://www.justice.gov/crt/overview-title-ix-education-amendments-1972-20-usc-1681-et-seq>

Also see the Ferris Title IX page here: <http://www.ferris.edu/title-ix/homepage.htm>

### Reporting Discrimination

A form to facilitate the filing of your complaint is appended to this document. Simply print the form and complete it and submit to the appropriate office, or call for assistance at the numbers provided below.

If you believe that a violation or potential violation of these state or federal non-discrimination laws has occurred, is occurring, or will occur, please notify the following:

Equal Opportunity Office within the Office of the General Counsel  
McKessy House, Ferris State University  
120 East Cedar Street  
Big Rapids MI 49307-2202  
(231) 591-2152

Title IX Complaints should be directed to the Title IX Coordinator. Here is the contact information, along with information about other resources available to provide assistance.

**Title IX Coordinators and Support Services**

Kevin Carmody  
carmodk2@ferris.edu  
Phone: (231) 591-2088

Department of Public Safety  
Emergencies: Dial 911  
Non-Emergency Contact:  
(231) 591-5000  
Campus Crime Hotline:  
(231) 591-5900

or

Community Resource  
WISE 24 Hour Sexual Violence Crisis Hotline  
800-374-9473

Every effort will be made to honor confidential wishes of victims.

