

Ferris State University Standard Non-Discrimination Statement

Members of the University community responsible for production, publication, or dissemination of any University materials which require inclusion of the University's notice of non-discrimination are responsible for incorporating the University's Standard Non-Discrimination Statement on a continuing basis.

Category 1: Full standard notice of non-discrimination. For use in multi-page printed material of 12 finished pages or more and web pages providing links to handbooks, manuals, recruiting materials accessed via the Internet:

Ferris State University does not discriminate on the basis of race, color, religion or creed, national origin, sex, sexual orientation, gender identity, age, marital status, veteran or military status, height, weight, protected disability, genetic information, or any other characteristic protected by applicable State or federal laws or regulations in education, employment, housing, public services, or other University operations, including, but not limited to, admissions, programs, activities, hiring, promotion, discharge, compensation, fringe benefits, job training, classification, referral, or retention. Retaliation against any person making a charge, filing a legitimate complaint, testifying, or participating in any discrimination investigation or proceeding is prohibited.

Students with disabilities requiring assistance or accommodation may contact Educational Counseling & Disabilities Services at (231) 591-3057/ecds@ferris.edu in Big Rapids (including statewide students) or the Director of Counseling and Disability Services for Kendall College of Art and Design (KCAD) at (616) 451-2787 ext. 1136/MarieYowitz@ferris.edu in Grand Rapids. Employees and other members of the University community with disabilities requiring assistance or accommodation may contact the Human Resources Department, 420 Oak St., Big Rapids, MI 49307 or call (231) 591-2150/Humanresources@ferris.edu.

Inquiries and complaints of disability discrimination may be addressed to the Director of Accessibility, Arts and Sciences Commons 1017, 820 Campus Dr., Big Rapids, MI 49307 or by telephone/email at (231) 591-3057/JulieAlexander@ferris.edu or to the Director of Equal Opportunity, 120 East Cedar St., Big Rapids, MI 49307 or by telephone/email at (231) 591-2152/EqualOpportunity@ferris.edu.

Individuals with complaints of sex discrimination, including sexual harassment, may address those complaints to the Title IX Coordinator, 805 Campus Dr., Big Rapids, MI 49307 or by telephone/email at (231) [591-2088](tel:591-2088)/KaitlinZies@ferris.edu or to a Deputy Title IX Coordinator, including the Director of Equal Opportunity, as above; the Extended and International Operations Director of Student Services, 151 Fountain St. NE, Grand Rapids, MI 49503 or by telephone/email at (616) [643-5741](tel:643-5741)/JocelynGoheen@ferris.edu; and the KCAD Dean of Student Success, 17 Fountain St. NW, Grand Rapids, MI 49503 or by telephone/email at (616) 259-1113/SandyBritton@ferris.edu.

Other inquiries or complaints of discrimination may be addressed to the Director of Equal Opportunity, as above.

Category 2: Condensed standard notice of non-discrimination. For use in printed material of more than four but fewer than twelve finished pages:

Ferris State University does not discriminate on the basis of race, color, religion or creed, national origin, sex, sexual orientation, gender identity, age, marital status, veteran or military status, height, weight, protected disability, genetic information, or any other characteristic protected by applicable State or federal laws or regulations in education, employment, housing, public services, or other University operations, including, but not limited to, admissions, programs, activities, hiring, promotion, discharge, compensation, fringe benefits, job training, classification, referral, or retention. Retaliation against any person making a charge, filing a legitimate complaint, testifying, or participating in any discrimination investigation or proceeding is prohibited. Inquiries and complaints of disability discrimination may be addressed to the Director of Accessibility, Arts and Sciences Commons 1017, 820 Campus Dr., Big Rapids, MI 49307 or by telephone/email at (231) 591-3057/JulieAlexander@ferris.edu. Inquires or complaints of sex discrimination, including sexual harassment, may be addressed to the Title IX Coordinator, 805 Campus Dr., Big Rapids, MI 49307, or by telephone/email at (231) [591-2088](tel:591-2088)/KaitlinZies@ferris.edu or to the Director of Equal Opportunity, 120 East Cedar St., Big Rapids, MI 49307 or by telephone/email at (231) 591-2152/EqualOpportunity@ferris.edu. On the KCAD Grand Rapids campus, contact the Deputy Title IX Coordinator, 17 Fountain St., Grand Rapids, MI; (616) 259-1113/SandyBritton@ferris.edu. For Ferris Statewide, contact the Deputy Title IX Coordinator, 151 Fountain St. NE, Grand Rapids, MI; (616) 643-5741/JocelynGoheen@ferris.edu. All other inquiries or complaints of discrimination may be addressed to the Director of Equal Opportunity as above. See ferris.edu/non-discrimination.

Category 3: Abbreviated notice of non-discrimination. For use in small printed material of four finished pages or less and web-based applications:

Ferris State University is an equal opportunity institution. For information on the University's Policy on Non-Discrimination, visit ferris.edu/non-discrimination.

In addition to the non-discrimination statements exemplified above, if the publication/notice is promoting an event/activity, the following accommodation notice would also be required to be included:

If you have a disability and require accommodation to participate in this event, contact (First Name, Last Name, Title) at (XXX) XXX-XXXX or via email@ferris.edu to request accommodations at least 72 hours in advance.

The University's Non-Discrimination Statement should be published as identified in University Visual Identity and Brand Standards:

ferris.edu/HTMLS/administration/advance/standards/graphic_communications.htm to ensure its legibility. If a web address is used, the link should be functional. Questions regarding use of the University's notice of non-discrimination may be directed to the Office for Equal Opportunity (ext. 2152).

Reference:
Ferris State University Board Policy Part 7. Equal Opportunity and Non-Discrimination Policy, Subpart 7-3 [Policy on Non-Discrimination](http://ferris.edu/non-discrimination)