

Kansas State University
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Kansas State University not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as “protected veterans.” It is also the policy of Kansas State University to take action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the company will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Kansas State University prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Kansas State University also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As President of Kansas State University, I am committed to the principles of equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity throughout all levels of the institution, I have selected Justin Frederick as the Title IX Coordinator for Kansas State University. One of the Title IX Coordinator’s duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Kansas State University’s programs and activities.

In furtherance of equal employment opportunity for all, Kansas State University has set forth policies (including PPM 3010), practices, and procedures that it is committed to enforcing through the K-State’s Civil Rights and Title IX Office. The PPM 3010 policy can be requested by any employee or applicant for employment between Monday - Friday from 8 a.m. to 5 p.m. at Civil Rights and Title IX. This document is also found online: <https://www.k-state.edu/policies/ppm/3000/3010.html>.

Any questions should be directed to me, your supervisor, or Justin Frederick, Title IX Coordinator.



Richard H. Linton
President, Kansas State University
03/31/2026