

SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY

Policy Manual

SUBJECT: Equal Opportunity, Non-Discrimination, and Affirmative Action

NUMBER: Policy 4-1

REVISED: August 2024

SOURCE:

[SDBOR Policy 1.4.1](#); [SDBOR Policy 1.4.3](#); [SDBOR Policy 1.4.4](#)

The following policies and procedures are important elements in equal opportunity. The sources are also listed.

- i. Sexual Harassment Policy: [SDBOR Policy 1.4.1](#)
- ii. Human Rights Complaint Procedures: [SDBOR Policy 1.4.3](#)
- iii. Equal Opportunity, Non-Discrimination, Affirmative Action: [SDBOR Policy 1.4.4](#)

PURPOSE

This policy sets forth the University's position on equal opportunity and non-discrimination among its employees, students, visitors, and other members of the University community and implements SDBOR Policy 1.4.4 and related provisions.

POLICY

- i. The University offers equal opportunities in employment and for access to and participation in education and other services at the University to all persons qualified by academic preparation, experience, and ability for the various levels of employment or academic program or other University service, without discrimination based on sex, race, color, creed, national origin, ancestry, citizenship, gender, gender identification, transgender, sexual orientation, religion, age, disability, genetic information, veteran status, or any other status that may become protected under law against discrimination.
- ii. The University, in conjunction with state and federal law and applicable SDBOR and University policies, is committed to the objectives of equal opportunity, nondiscrimination, and affirmative action. Redress for alleged violations of those laws may be pursued at law, or through the procedures established in SDBOR Policy 1.4.3 through the University EO Coordinator.

PROCEDURES

- i. Complaints:
 - a. Any person who feels that he or she has been subject to discrimination should immediately report their concern. Discrimination matters that are based on a protected category (sex, race, color, creed, national origin, ancestry, citizenship, gender, gender

identification, transgender, sexual orientation, religion, age, disability, genetic information or veteran status or on any other status that may become protected under law against discrimination) should be directed to the Director of Human Resources.

- b. Mines will work with you to protect your privacy by sharing information with only those who need to know in accordance with all laws. As such, your information may need to be shared with those involved in investigating the incident, those responsible for providing necessary resources and remedies and those responsible for ensuring the public's safety.
- c. Non-Confidential yet Private Reporting Options:
 - i. To submit a report to the South Dakota Mines Director of Human Resources
 1. Contact the Human Resources office in the lower level of O'Harra Building, Room 110, or call 605-394-1203.
 - ii. To submit a report to the South Dakota Mines Title IX Coordinator:
 1. To make an online Title IX report through the Advocate Online Reporting system, click [here](#).
 2. To report in person, please visit the Mines Title IX Office located in the Devereaux Library.
 3. Alternatively, you may contact the Title IX Coordinator by email or by phone: TitleIX@sdsmt.edu or (605) 394-2533.