UNC Pembroke’s Title IX Non-Discrimination Policy Statement

The University of North Carolina at Pembroke adheres to all federal, state, and local civil rights laws prohibiting discrimination in employment and education. UNC Pembroke does not discriminate in its admissions practices, in its employment practices, or in its educational programs or activities on the basis of sex/gender. As a recipient of federal financial assistance for education activities, the university is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender. Sex includes sex, sex stereotypes, gender identity, gender expression, genetic information, sexual orientation, and pregnancy or parenting status.

UNC Pembroke also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internal or external to the institution. Sexual harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by the university's Sexual Harassment Policy.

Any member of the campus community, guest, or visitor who acts to deny, deprive, or limit the educational, employment, residential, or social access, opportunities and/or benefits of any member of the campus community on the basis of sex is in violation of the Sexual Harassment Policy.

Any person may report sex discrimination (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by mail, by telephone, by video, or by email, using the contact information listed for the Title IX Coordinator (below). A report may be made at any time (including during non-business hours) by submitting the online Sexual Harassment Reporting Form.

Questions regarding Title IX, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator. For a complete copy of the policy and regulation or for more information, please visit the Office of Title IX and Clery Compliance, see Sexual Harassment & Regulation, or contact the Title IX Coordinator.

Individuals who believe they have experienced sex discrimination, harassment, and/or retaliation in violation of university policy should contact the Title IX Coordinator or any of the following university officials:

**Ronette Sutton Gerber, Esq.**
Director, Title IX and Clery Compliance
Title IX Coordinator
Clery Compliance Officer
The School of Education Building, Room 334
The University of North Carolina at Pembroke
One University Drive | Post Office Box 1510 | Pembroke, NC 28372
O: 910.521.6281 | F: 910.521.6165 | C: 910.674.0080
www.uncp.edu | www.uncp.edu/titleixclery

**Kaye Patel Fraley**
Campus Investigator
Office of Title IX and Clery Compliance
The School of Education Building, Room 344
Office: 910.775.4105
A person may also file a complaint with the appropriate federal, state, or local agency within the time frame required by law. Depending upon the nature of the complaint, the appropriate agency may be the federal Equal Employment Opportunity Commission (EEOC), Office for Civil Rights (OCR) of the U.S. Department of Education, the Department of Justice, and/or the appropriate state agency.

**U.S. Equal Employment Opportunity Commission**  
**Raleigh Area Office**  
434 Fayetteville Street, Suite 700  
Raleigh, North Carolina 27601  
Telephone: 1-800-669-4000  
TTY: 1-800-669-6820  
Facsimile: 919-856-4151  
[http://www.eeoc.gov/](http://www.eeoc.gov/)

**U.S. Equal Employment Opportunity Commission**  
131 M. Street, NE  
Washington, NC 20507
Within any resolution process related to this policy, UNC Pembroke provides reasonable accommodations to persons with disabilities and religious accommodations, when that accommodation is consistent with state and federal law.