

Texas Woman's University Regent Policy

Regent Policy Name: Nondiscrimination Policy

Regent Policy Number: Regent Policy: B.20000

POLICY STATEMENT

Texas Woman's University (TWU) strives to create and actively promote a welcoming and supportive environment for its faculty, staff and student body. TWU endeavors to provide an environment of nondiscrimination for the TWU Community.

The TWU community works to assure fairness to all who pursue their educational and professional goals at this University. Retaliation against individuals who, in good faith, file a claim of discrimination or otherwise oppose discriminatory actions or practices will not be tolerated.

APPLICABILITY

This policy is applicable to TWU Students, Faculty, Staff, University Contractors and Vendors, and Guests.

DEFINITIONS

None

POLICY

Nondiscrimination Policy

I. Nondiscrimination Policy

Nondiscrimination Policy. In accordance with applicable law, TWU prohibits discrimination because of race, age, color, religion, sex, disability, sexual orientation, gender identity, gender expression, national or ethnic origin, genetic information, veteran status, or any other protected characteristic in its application, employment practices, and facilities; nor permits race, color, national origin, religion, age, disability, veteran status, or sex discrimination and harassment in its admissions processes, and educational programs and activities. Discriminatory behavior is prohibited by this Policy, as well as state and federal laws, such as the Equal Pay Act of 1963, as amended; Title VI and VII of the Civil Rights Act of 1964, as amended; the Equal Employment Opportunity Act of 1972; the Age Discrimination in Employment Act of 1967, as amended; the Americans with Disabilities Act of 1990, as amended; Title IX of the Education Amendments Act of

1972, as amended; Sections 503 and 504 of the Rehabilitation Act of 1973; the Employee Retirement Income Security Act of 1974, as amended; the Title II of the Genetic Information Nondiscrimination Act of 2008; the Vietnam Era Veteran's Readjustment Assistance Act of 1974; the Civil Rights Act of 1991, as amended; the Worker Adjustment and Retraining Notification Act of 1988; Equal Rights under the Law, 42 U.S.C. §1981; Texas Commission on Human Rights Act; and State of Texas Anti-Discrimination Laws.

II. University Regulations and Procedures – Nondiscrimination

Adoption of Regulations and Procedures. TWU is committed to a nondiscriminatory academic and workplace environment. TWU shall adopt University Regulations and Procedures concerning nondiscrimination consistent with state and federal law.

REVIEW

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a result of updates to federal and state law or regulations, or internal processes or procedures.

REFERENCES

[The United States Constitution, 14th Amendment](#)

Title IX of the Education Amendments of 1972, [20 U.S.C. §1681](#) et seq., and its implementing regulation at [34 C.F.R. Part 106](#)

Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. §794](#), and its implementing regulation at [34 C.F.R. Part 104](#)

The Uniformed Services Employment and Reemployment Rights Act, [38 U.S.C. §4331](#) et seq., and its implementing regulation at [20 CFR Part 1002](#)

Vietnam Era Veteran's Readjustment Assistance Act of 1974, [38 U.S.C. §4212](#), and its implementing regulation at [48 C.F.R. Part 1.109](#)

Title VI of the Civil Rights Act of 1964, [42 U.S.C. §2000d](#) et seq. and its implementing regulation at [34 C.F.R. Part 100](#)

Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) et seq. and its implementing regulation at [29 C.F.R. Part 1601](#)

The Age Discrimination Act of 1975, [42 U.S.C. §6101](#) et seq., and its implementing regulation at [34 C.F.R. Part 110](#)

Title II of the Americans with Disabilities Act of 1990, [42 U.S.C. §12132](#), and its implementing regulation at [28 C.F.R. Part 35](#)

Title II of the Genetic Information Nondiscrimination Act of 2008, [42.U.S.C. §2000ff](#), and its implementing regulation at [29 C.F.R. Part 1635](#)

FORMS AND TOOLS

None

Adopted: November 10, 2016

Revised: May 21, 2021; May 15, 2025