Nondiscrimination/Equal Employment Opportunity Statement

Northwest Missouri State University emphasizes the dignity and equality common to all persons and adheres to a strict nondiscrimination policy regarding the treatment of individual faculty, staff, students, third parties on campus, and applicants for employment and admissions. In accord with federal law and applicable Missouri statutes, the University does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, ancestry, age, disability, genetic information, veteran status, or any other legally-protected class, in employment or in any program or activity offered or sponsored by the University, including, but not limited to, athletics, instruction, grading, the awarding of student financial aid, recruitment, admissions, and housing. As an equal opportunity employer, the University promotes and maintains affirmative action programs to ensure that all individuals participate fully in every facet of employment opportunities.

Persons having inquiries concerning the University’s compliance with this policy or any laws and regulations prohibiting discrimination are directed to contact the following:

- An employee with questions or concerns about any type of discrimination in the workplace, including discriminatory harassment, is encouraged to bring these issues to the attention of the Equal Employment Opportunity (EEO) Officer, who may be contacted at: EEO Officer, Northwest Missouri State University, 800 University Drive, Maryville, Missouri, 64468-6001 (660-562-1128).

- Questions or concerns regarding the University’s compliance with Title IX may be directed to the University’s Title IX Coordinator or Deputy Title IX Coordinators. The University has designated the following Title IX Coordinator and Deputy Title IX Coordinators as named in the University’s Title IX Policies and Procedures:

  Margaret Ann Pierre Esq.  
  Director of Equity & Accessibility  
  Title IX Coordinator/ ADA 504  
  2440 J.W.Jones Student Union  
  Tel: 660.562.1013  
  Email: titleix@nwmissouri.edu

  Nola Bond  
  Vice-President of Human Resources (Deputy Employee Coordinator)  
  125 Administration Building  
  Tel: 660-562-1127  
  Email: nbond@nwmissouri.edu

  Kori Hoffmann  
  Student Development and Conduct Coordinator (Deputy Student Coordinator)  
  Union, Room 2140  
  Tel: 660-562-1554  
  Email: khoff20@nwmissouri.edu

- For ADA/Section 504 related questions or concerns, please contact:
Margaret Ann Pierre Esq.
Director of Equity & Accessibility
Title IX Coordinator/ ADA 504
2440 J.W.Jones Student Union
Tel: 660.562.1013
Email: titleix@nwmissouri.edu

• For all other inquiries related to discrimination at the University, please contact:

  Nola Bond
  Vice-President of Human Resources
  125 Administration Building
  Tel: 660-562-1127
  Email: nbond@nwmissouri.edu

No individual will be subject to any form of retaliation, discipline, or other adverse action for reporting conduct in violation of the University’s nondiscrimination/EEO policy, assisting/cooperating in making a complaint, or assisting with the investigation of a complaint. Any individual who believes they have experienced or witnessed retaliation should immediately notify the appropriate member(s) of the administration as identified above. Those found to be engaging in any type of discrimination in violation of the law or University policy will be subject to disciplinary action, up to and including dismissal or termination of employment.

Copies of the University’s Equal Employment Opportunity (“EEO”) Guidelines are available in the Office of Human Resources.