

The Office of Equal Opportunity & Title IX

TitleIX@way.university

Notice of Non-Discrimination and Statement of Compliance with Title IX

A. Notice of Non-Discrimination

The Way University is committed to affirmative action and equal opportunity. The University is committed to enforcing non-discrimination policies and making the University a non-discriminatory work and education environment in which all individuals are treated with respect and dignity.

The University provides equal opportunity in employment, educational activities, and other programs to all employees, students, and applicants. The University shall not discriminate against any person in the University's education or employment programs and activities on the basis of race, color, national origin, ancestry, age (40 and over), religion, creed, disability, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, military enlistment, veteran status, or genetic information.

B. Statement of Compliance with Title IX

Pursuant to Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-88, and its implementing regulations, 34 C.F.R. Part 106 ("Title IX"), the University does not discriminate on the basis of sex in its educational programs and activities that the University operates, including but not limited to admissions, employment, extracurricular activities, athletics, or other programs. The University will promptly and equitably respond to reports of discrimination and Sexual Harassment, prevent its recurrence, and address its effects on any individual or the community.

C. Affirmative Action Program

In support of equal employment opportunity, the University develops written affirmative action plan for women, minorities, individuals with disabilities, and covered veterans.

The University is responsible for compliance with state and federal equal employment opportunity laws and affirmative action regulations. The Office is also responsible for implementing the University's Discrimination and Harassment Policy, Affirmative Action Plan, including equal employment practices, monitoring, internal reporting, and receiving and responding to Complaints of discrimination, harassment or retaliation. University policy and equal employment opportunity/affirmative action regulations and laws protect all employees and applicants for employment from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

D. Pay Transparency Policy Statement

Employees are not prohibited from discussing their salaries and/or compensation with other employees and non-employees. The University will not discharge, discipline, or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal Complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the University's legal duty to furnish information. (41 CFR 60-1.35(c)).

E. Equal Pay and Pay Equity

The Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility under similar working conditions, in the same establishment. The University is also committed to the principle of pay equity, and expressly prohibits disparate pay on the basis of an employee's race, color, national origin, ancestry, age, religion, creed, disability, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, military enlistment, veteran status, or genetic information. The University prohibits pay discrimination based on sex, discriminatory pay practices based on sex, and sex discrimination affecting compensation.