

## **Inclusion Statement**

Kent State Athletics and Kent State University are committed to Diversity, Equity and Inclusion, recognizing and embracing diversity is essential to sustaining an inclusive, non-discriminatory, welcoming and highly productive workplace and learning environment for all members of the university community.

Kent State prohibits discrimination by or against any individual, potential employee, employee or student-athlete on the basis race, color, religion, gender (including gender identity, gender expression, and gender non-conformity), sexual orientation, national origin, ancestry, disability, genetic information, age, military status, or identity as a disabled veteran, in all our programs and activities, in accordance with University policies 5-16, 5-16.1, and 5-16.2.

Furthermore, the Kent State Athletic Department is committed to eliminating unlawful discrimination and harassment, wherever they occur in the university community, by taking corrective action as a result of violations of University Policy. Violations may lead to disciplinary action which may include separation from the university and or teams.

Retaliation against persons who file complaints or cooperate with the investigation of a complaint of discrimination or harassment is a violation of University policy and is strictly prohibited. University policy 5-16.1 defines a retaliatory action as “any materially adverse action taken against a person because they participated in the process for reporting or in an investigation regarding complaints of discrimination. A materially adverse action is one that might deter a reasonable person from participating in the process. It may include, but is not limited to, termination, discipline, and harassment, but does not include petty slights, minor annoyances, or trivial punishment.”

The Kent State Athletic Department expressly grants all individuals the right to work, coach and play in a department free of discrimination. All individuals are guaranteed the right to equal access and equal opportunity within the Athletic Department.

For more information: The Office of Compliance, Equal Opportunity/Affirmative Action  
Phone: 330-672-203, E-mail: [aa\\_eo@kent.edu](mailto:aa_eo@kent.edu), Website: [www.kent.edu/ssc](http://www.kent.edu/ssc)

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## **Transgender/Gender Non-Conforming Participation Information.**

For information on Transgender/Gender Non-Conforming (T/GNC) Student-Athlete Participation in Intercollegiate Athletics [Click here](#) and go to page 41.