



# Office of Equal Opportunity

## General Information

**Email:** [equalopportunity@ncsu.edu](mailto:equalopportunity@ncsu.edu)

**Website:** [equalopportunity.ncsu.edu](http://equalopportunity.ncsu.edu)



## What is the Office of Equal Opportunity (OEO)?

The OEO is a critical partner that assists NC State in meeting federal and state laws regarding the prevention of discrimination, harassment, and retaliation. The OEO also provides accommodations for disability, religion, and pregnancy.

## Discrimination, Harassment and Retaliation

Discrimination, harassment and retaliation based on the following protected statuses is prohibited at NC State:

- race, color, or national origin, including shared ancestry or ethnic characteristics
- sex, including sexual orientation, gender identity, and pregnancy or related conditions
- age
- disability
- genetic information
- religion
- veteran's status

**Examples** of discrimination can include:

- Unwelcome and offensive comments
- Being refused reasonable accommodations or adjustments based on disability, religion or pregnancy without a legitimate rationale
- Termination due to a protected status

If you are experiencing discrimination, the OEO can provide supportive measures and complaint resolution processes to address the concern, remedy its effects, and prevent its recurrence.

## Accommodations

- The OEO handles disability accommodations for employees and visitors, and religious and pregnancy accommodations for faculty, staff, students and visitors
- The Disability Resource Office (DRO) addresses disability accommodations for students

## Share a Concern

If you experience or witness discrimination, harassment or retaliation, you have the option to file a report with the OEO.



[go.ncsu.edu/safe](http://go.ncsu.edu/safe)

## Request an Accommodation

You can access the accommodation request forms by visiting the OEO website.



[go.ncsu.edu/accommodation-request](http://go.ncsu.edu/accommodation-request)

**NC STATE**

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