

## POLICY STATEMENT ON DISABILITY AND TITLE IX

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It is the policy of K-State Research and Extension to conduct business in a manner that ensures equal access and opportunity in all aspects of programs, activities, and employment decisions without regard to sex or disability to the full extent of the State and Federal laws, policies, and regulations.

- I. **Employees of K-State Research and Extension in providing aid, benefit, or service shall not, on the basis of sex:**
  1. treat one person differently from another in meeting any requirement or condition for such aid, benefit, or service;
  2. provide different aid, benefit, or service or provide them in a different manner;
  3. discriminate against any person in the application of any rules of appearance, behavior, sanctions, or other treatment;
  4. aid or perpetuate discrimination against any person by providing significant assistance to any agency, organization or person which discriminates;
  5. otherwise limit any person in the enjoyment of any right, privilege, advantage, or opportunity.
  
- II. **Employees of K-State Research and Extension in applying any program criterion or requirement shall not, on the basis of sex:**
  1. give preference to one person over another, by ranking persons separately, or otherwise;
  2. apply numerical limitations upon the number or proportion of persons of either sex;
  3. otherwise treat one individual differently from another;
  4. operate any test or other criterion which has a disproportionately adverse effect on persons on the basis of sex unless the test or criterion is shown to predict validly;
  5. apply any rule concerning the actual or potential parental, family or marital status of a participant which treats persons differently on the basis of sex;
  6. discriminate against or exclude any person on the basis of pregnancy, childbirth, termination of pregnancy, or recovery therefrom;
  7. treat disability related to pregnancy, childbirth, termination of pregnancy, or recovery therefrom differently from any other temporary disability or physical condition;
  8. make pre-admission inquiry of marital status of an applicant including whether the applicant is "Miss", "Ms." or "Mrs."; unless any inquiry as to the marital status of an applicant is made equally to applicants of both sexes and is not used for discriminatory purposes.
  
- III. **Employees of K-State Research and Extension in providing aid, benefit, or service may not, directly or indirectly, or through contractual, licensing, or other arrangements:**

1. deny a qualified disabled person opportunity to participate in or benefit from aid, benefit, or service;
2. afford a qualified disabled person an opportunity to participate in or benefit from aid, benefit, or service not equal to that afforded others;
3. provide a qualified disabled person with an aid, benefit, or service not as effective as that provided to others;
4. provide different or separate aid, benefits, or services to disabled persons unless such action is necessary;
5. deny a qualified disabled person opportunity to participate as a member of planning or advisory boards;
6. limit a qualified disabled person opportunity to participate as a member of planning or advisory boards;

**IV. Coordinators for Implementing Section 5094 of the Rehabilitation Act and Title IX.**

Two persons are designated to serve as coordinators. Inquiries and complaints regarding disability and/or sex discrimination should be referred to:

Director for Extension, K-State Research and Extension, on all matters relating to programs.  
123 Umberger Hall, Kansas State University, Manhattan, KS 66506-3401, (785) 532-5820.

Leader, Extension Operations, K-State Research and Extension, on all matters relating to employment.  
121 Umberger Hall, Kansas State University, Manhattan, KS 66506-3414, (785) 532-5790.

**V. Staff Responsibilities For Implementing Americans with Disabilities Act and Title IX.(2)**

The following staff persons are responsible to the Director of Extension for implementation, coordination and compliance.

A. Regional Extension Director, located at Area Extension Offices, are responsible for local unit programs.

Regional Extension Director, Southwest Research-Extension Center, 4500 East Mary, Garden City, KS 67846-9132, (620) 275-9164, FAX: (620) 276-6028.

Regional Extension Director, Northwest Research-Extension Center, P. O. Box 786, Colby, KS 67701-0786, (785) 462-6281, FAX: (785) 462-2315.

Regional Extension Director, Northeast Area Extension Office, 1007 Throckmorton Hall, Manhattan, KS 66506-5503, (785) 532-5833, FAX: (785) 532-5887.

Regional Extension Director, Southeast Area Extension Office, 25092 Ness Rd., Parsons, KS 67357, (620) 421-4826, FAX: (620) 421-0136

B. Associate Extension Directors located at Kansas State University, Manhattan, KS 66506, are responsible for state and area programs.

Associate Director, Field Operations, Umberger Hall. (785) 532-3519

#### **VI. Coverage**

All educational programs, activities and events of K-State Research and Extension are included under the Americans with Disabilities Act and the Title IX regulations. This includes all programs, events, activities or meetings that K-State Research and Extension conducts, plans or manages, either directly, through volunteer leaders, or in cooperation with any organization, group or agency. K-State Research and Extension cannot provide significant assistance to any organization or group that excludes any person from membership or participation in any activities of the organization or group, or that subjects any person to discrimination on the basis of disability or sex.

#### **VII. Compliance Expectations**

All staff are expected to carry out their assigned responsibilities in accordance with the Americans with Disabilities Act and Title IX. This includes a self-evaluation of programs and events, modification of any practices which may not meet requirements and the taking of appropriate remedial steps to correct the situation. Staff are expected to document and retain (for review purposes) copies of all materials prepared and used in relation to the implementation of the Americans with Disabilities Act and Title IX.

#### **VIII. Dates for Compliance**

All staff will do the self-evaluation of programs, activities and events, report program policies or practices which may not meet requirements and initiate remedial steps to eliminate or correct discrimination. Progress will be reported in the Impact/Outcome Reports.

#### **IX. Progress Monitored**

Assistant Directors and Area Directors will monitor progress and provide the necessary reports in meeting requirements.

#### **X. Written Notification to Cooperating Groups**

Extension faculty will notify commodity groups and associations, civic, social, fraternal and professional organizations and groups with whom they cooperate or provide significant assistance stating the policy of K-State Research and Extension is not to discriminate on the basis of sex or disability as written into the provisions of Title IX and the Americans with Disabilities Act. Responses will be requested from organizations indicating whether or not they have policies or practices that discriminate on the basis of disability or sex.