

FAQ

What is considered discrimination under institutional integrity?

Discrimination occurs when an individual is treated unfairly or denied opportunities, resources, benefits, or services based on a protected characteristic such as race, color, religion, sex, national origin, age, disability, genetic information, veteran status, or other protected classifications. Such conduct violates institutional integrity standards and may violate state or federal law.

What should an employee or student do if they believe they have been denied access to resources or benefits because of a protected characteristic?

Individuals who believe they have experienced discrimination or unequal treatment based on a protected class should [report](#) the concern through the institution's designated reporting channels, such as the Office of Institutional Integrity and Title IX. Reports are taken seriously and should be reviewed promptly and impartially.

What is retaliation, and why is it prohibited?

Retaliation occurs when an individual experiences adverse treatment because they filed a discrimination complaint, participated in an investigation, or opposed conduct they reasonably believed to be discriminatory or unlawful. Retaliation is prohibited by Arkansas State University policy. The University is committed to ensuring that individuals can report concerns, serve as witnesses, or participate in any process under this policy without fear of retaliation, intimidation, coercion, discrimination, or other adverse consequences. All proceedings will be conducted in a fair, impartial, and objective manner.

What is the difference between making a report and filing a formal complaint?

A report notifies the university of a concern and allows the Office of Institutional Integrity & Title IX to assess the situation, provide resources, and discuss available options. A formal complaint is a specific request that may initiate a grievance process or investigation under applicable university policies and procedures.

What role does the Office of Institutional Integrity & Title IX play in promoting a culture of integrity on campus?

The office works collaboratively with students, faculty, staff, and university leadership to promote integrity, accountability, and respect. Through education, outreach, and responsive resolution processes, the office helps strengthen the university's commitment to responsible conduct and

community well-being.

What is Title VI?

Title VI of the Civil Rights Act of 1964 is a federal law that prohibits discrimination on the basis of race, color, or national origin in programs and activities that receive federal financial assistance. Universities receiving federal funding are required to comply with Title VI and ensure equal access to educational opportunities and services.

Who is protected under Title VI?

Title VI protects students, faculty, staff, applicants, visitors, and other participants in university programs and activities from discrimination based on all categories of protected classes. These protections apply regardless of an individual's citizenship or immigration status.

What happens after an Institutional Integrity report is submitted?

After receiving a report, the Office of Institutional Integrity & Title IX will assess the information, reach out to appropriate individuals as needed, and determine the appropriate response. Depending on the circumstances, the matter may involve supportive measures, an informal resolution process, or a formal investigation consistent with university policies and procedures.

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