

# NONDISCRIMINATION STATEMENT

Texas Woman's University strives to create and actively promote a welcoming and supportive environment for its faculty, staff, and student body. TWU endeavors to provide an environment of nondiscrimination for the TWU Community.

TWU does not discriminate against any person on the basis of race, color, national origin, ethnicity, religion, sex, pregnancy, age, veteran status, disability, genetic information, or any other protected category, class, or characteristic, in compliance with the Equal Pay Act of 1963, as amended; Title VI and VII of the Civil Rights Act of 1964, as amended; the Equal Employment Opportunity Act of 1972; the Age Discrimination in Employment Act of 1967, as amended; the Americans with Disabilities Act of 1990, as amended; Title IX of the Education Amendments Act of 1972, as amended; Sections 503 and 504 of the Rehabilitation Act of 1973; the Employee Retirement Income Security Act of 1974, as amended; the Title II of the Genetic Information Nondiscrimination Act of 2008; the Vietnam Era Veteran's Readjustment Assistance Act of 1974; the Civil Rights Act of 1991, as amended; the Worker Adjustment and Retraining Notification Act of 1988; Equal Rights under the Law, 42 U.S.C. §1981; Texas Commission on Human Rights Act; State of Texas Anti-Discrimination Laws; and federal, state and local human rights, fair employment and other laws.

The TWU community works to assure fairness to all who pursue their educational and professional goals at this University. Retaliation against individuals who, in good faith, file a claim of discrimination or otherwise oppose discriminatory actions or practices will not be tolerated.

Inquiries or questions may be directed to the designated officials named below:

## Title VI Officer

Shannon Taylor, Ed.D (sashkin@twu.edu).  
Assistant Dean of Students/Title IX Coordinator/Director for Student Accountability and Growth Education (SAGE)  
940-898-2969  
Old Main, Office 108  
1210 Old Main  
Texas Woman's University  
Denton, TX 76204

## Title IX Officer

Shannon Taylor, Ed.D (sashkin@twu.edu).  
Assistant Dean of Students/Title IX Coordinator/Director for Student Accountability and Growth Education (SAGE)  
940-898-2969  
Old Main, Office 108  
1210 Old Main  
Texas Woman's University  
Denton, TX 76204

## Americans with Disabilities Act Officer (Students)

Heather Snow (hsnow@twu.edu)  
Assistant Vice President of Student Life/Dean of Students  
940-898-3614

ACT 13th floor, Office 1304  
304 Administration Drive  
Texas Woman's University  
Denton, TX 76204

## Information on accommodations (Students)

Nadaya Cross (ncross1@twu.edu)  
Director of Disability Services for Students  
940-898-3835  
Texas Woman's University  
CFO, Office 106  
1315 North Bell Avenue  
Denton, TX 76204

## Equal Employment Opportunity/ Affirmative Action Officer/Americans with Disabilities Act Officer (Faculty and Staff)

Tony Sanchez  
Chief Human Resources & People Officer  
940-898-3555  
Texas Woman's University  
Oakland Complex  
1201 Oakland Street, Suite 200  
Denton, TX 76204