**GENERAL EDUCATION PROVISIONS ACT (GEPA)**

In carrying out its educational mission, The University of North Carolina at Greensboro (UNCG) will ensure to the fullest extent possible equitable access to, participation in, and appropriate educational opportunities for individuals served. The University does not discriminate on the basis of age, color, religion, creed, disability, marital status, veteran status, socio-economic status, national origin, race, gender or sexual orientation in its education and research programs, or its services and activities. It provides reasonable and appropriate accommodations to meet the learning and evaluation needs of a diverse group of students, faculty, community members and other participants.

UNCG’s policy on non-discriminatory conduct is overseen by two Policy Administrators, with one located in our Office of Academic Affairs and the other in our Office of Business Affairs. Our educational and employment practices are consistent with Section 103 of The Code of The University of North Carolina. In addition, the University complies with North Carolina General Statutes 126-16 and 126-17, Title VII of the Civil Rights Act of 1964, as amended, the Civil Rights Restoration Act of 1988, Title IX of the Education Amendments of 1972, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, and other federal and state laws relating to discrimination in educational programs and employment. In accord with Executive Order 11246, the University has in place an Affirmative Action Plan which states the University's commitment to the concept and practice of equal employment opportunity for all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, political affiliation, genetic information, veteran status, disabling condition, or age.

The University is committed to making every effort to hire staff members for the Educational Opportunity Center, who have themselves overcome barriers to success in higher education that are similar to the targeted audiences. Employment recruitment efforts will include advertising in The Chronicle of Higher Education, News and Record (local Greensboro newspaper), Carolina Peacemaker, Qué Pasa, NC Works Career Centers, Greater Diversity News, and through the North Carolina Council of Educational Opportunity Programs and Southeastern Association of Educational Opportunity Program Personnel. The last three employment tools focus on both local and regional minority audiences.

In administering the proposed project, the University is committed to following all non-discriminatory policies and laws, and in particular to comply with Section 427 of GEPA, enacted as part of the Improving America's Schools Act of 1994 (Public Law (P.L.) 103-382). Project staff will seek ongoing direction from the Policy Administrators on non-discriminatory conduct and particularly with regard to the implementation of any future changes in these policies. Additional steps will include:

1. Printing brochures in languages other than English, notably Spanish
2. Designing recruiting and outreach activities and materials that will foster interest among those not likely to participate, such as ESOL populations, ex-offenders, first generation college students, individuals who have not completed high school or a GED, single mothers, immigrants, low income residents and other underrepresented populations
3. Providing interpreters when appropriate and possible, in partnership with the Center for New North Carolinians
4. Providing an environment that welcomes individuals from all backgrounds
5. Seeking ongoing direction from the University’s Policy Administrators on non-discriminatory conduct and particularly with regard to the implementation of any future changes in these policies
6. Providing ongoing gender bias and cultural awareness training
7. Ensuring full facility compliance with ADA requirements
8. Offering web materials in languages other than English, notably Spanish
9. Ensuring the web site is compliant for those who are vision impaired
10. Attempting to hire at least one staff member who is fluent in a language other than English, notably Spanish