

Equal Education and Employment Opportunity Statement

Ringling College of Art and Design is an equal opportunity employer and educator. The College does not discriminate on the basis of sex, age, gender, color, race, national or ethnic origin, ancestry, religion, marital status, sexual orientation, gender identity or expression, disability, handicap, veteran status, genetic information, or any other basis prohibited by law (“Protected Trait”). The College interprets these Protected Traits broadly to include both the actual status and also any perceptions and assumptions made regarding these statuses.

No person, because of a Protected Trait, will be excluded from participation in, or denied the benefits of or access to employment or to any educational program or activity provided by the College, except as may be explicitly permitted by law. This is not only the policy of the College, it is also the mandate under applicable federal, state, and local laws. The policy applies to all areas of education, including: the administration of its educational policies, admissions policies, scholarship and loan programs, and other College administered programs. The policy applies to all areas of employment, including: recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits, and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws.

The College’s programs and activities are conducted in compliance with Section 504 of the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act of 1990, as amended; Title VI of the Civil Rights Act of 1964, as amended; Title VII of the Civil Rights Act of 1964; the Genetic Information Nondiscrimination Act; and Title IX of the Education Amendments of 1972, as well as other state and federal laws regarding the Protected Traits listed above.

Although managers and supervisors are primarily responsible for ensuring the implementation of the College’s Equal Education and Employment Opportunity Statement, all members of the community share in the responsibility for assuring that by their personal actions the College’s Equal Education and Employment Opportunity Statement is effective and applied uniformly to everyone.

The College’s Nondiscrimination and Anti-Harassment Policy and Sexual Misconduct and Title IX Policy set forth the College’s prohibitions against Protected Trait discrimination, harassment, and retaliation against someone who complains about discrimination or harassment, and the applicable procedures for handling reports of alleged violations of these policies.

If you have questions about this Equal Education and Employment Opportunity Statement or to report a violation, please refer to the policies listed above.

Additional Statement Regarding Title IX

The College does not discriminate on the basis of sex in its education programs and activities, or in the context of employment. Sexual harassment, including sexual assault, dating violence, domestic violence, and stalking, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. Title IX requires that: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Sexual harassment is also prohibited under Title VII of the Civil Rights Act of 1964 and other applicable statutes.

Further information is available from the Title IX Coordinator, in the Sexual Misconduct and Title IX Policy, and online at www.ringling.edu/titleix.

Additional Statement Regarding Individuals with Disabilities

The College complies with all relevant and applicable provisions of the Americans with Disabilities Act of 1990 (ADA), as amended and Section 504 of the Rehabilitation Act of 1973, as amended. The College will provide reasonable accommodations for those individuals with a disability, in compliance with the Americans with Disabilities Act.

The College will not unlawfully discriminate against any qualified employee or job applicant with respect to any terms, privileges, access or conditions of employment because of a person's physical or mental disability. The College will make reasonable accommodations wherever necessary for employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the essential functions of the job and provided that any accommodations made do not impose an undue hardship on the College.

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