



## Office of Affirmative Action

816-235-1323

Administrative Center, 5115 Oak Street, Room 212

[info.umkc.edu/aa](mailto:info.umkc.edu/aa)

[info.umkc.edu/hr/affirmative-action](http://info.umkc.edu/hr/affirmative-action)

### What is the Office of Affirmative Action?

- Works to address discrimination due to protected class
  - *Includes race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, or any other status protected by applicable state or federal law*
- Monitors UMKC's compliance with state and federal laws and regulations in the areas of affirmative action and equal opportunity
- Handles ADA workplace accommodations for employees

### What is Title IX?

- Protects against discrimination based on sex,
  - pregnancy, gender identity, and gender expression
  - *Includes sexual harassment, sexual misconduct, and other forms of sex and gender discrimination*
  - *Sexual misconduct includes non-consensual sexual contact/intercourse, stalking on the basis of sex, dating/intimate partner violence, and sexual exploitation*
- Reports made to employees of UMKC are required to be shared with the Office of Affirmative Action
  - *For exceptions, see the Title IX website*

UMKC's anti-discrimination policies apply to students, employees, volunteers, and visitors in regard to any phase of the University's employment process, any phase of its admission or financial aid programs, other aspects of its educational programs or activities, and instances occurring in other settings, including off-campus, if there are effects of the conduct that interfere with or limit the individual's ability to participate in or benefit from the University's educational programs, activities or employment.

**If you are aware of, witness, or experience discrimination, please contact our office in person, by phone, or through the use of our online reporting option, available on the Title IX and AA websites.**

If you have immediate safety concerns, please contact the UMKC Police Department: 816-235-1515.  
To talk with a Title IX advocate, we encourage you to reach out to Violence Prevention & Response at UMKC: 816-235-1652 or 816-235-5560.