Civil Rights Compliance for Research

September 7, 2023
Penn State University Land Acknowledgement

The Pennsylvania State University campuses are located on the original homelands of the Erie, Haudenosaunee (Seneca, Cayuga, Onondaga, Oneida, Mohawk, and Tuscarora), Lenape (Delaware Nation, Delaware Tribe, Stockbridge-Munsee), Shawnee (Absentee, Eastern, and Oklahoma), Susquehannock, and Wahzhazhe (Osage) Nations. As a land grant institution, we acknowledge and honor the traditional caretakers of these lands and strive to understand and model their responsible stewardship. We also acknowledge the longer history of these lands and our place in that history.
Indigenous Land Granted to Universities in Pennsylvania

MAP OPTIONS
- Land-University Links
- Indigenous Cessions
- Current State Boundaries

Map accessed from landgrabu.org/universities
Presentation objectives

• Examine why doing civil rights work is important to the research mission of our College
• Review our federal civil rights responsibilities
• Identify where you can find support in meeting civil rights responsibilities
Why civil rights? Penn State Values

INTEGRITY
We act with integrity and honesty in accordance with the highest academic, professional, and ethical standards.

RESPONSIBILITY
We act responsibly, and we are accountable for our decisions, actions, and their consequences.

EXCELLENCE
We strive for excellence in all our endeavors as individuals, an institution, and a leader in higher education.

RESPECT
We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.

DISCOVERY
We seek and create new knowledge and understanding, and foster creativity and innovation, for the benefit of our communities, society, and the environment.

COMMUNITY
We work together for the betterment of our University, the communities we serve, and the world.
Why civil rights?

- Research is federally funded through the Hatch Act
- Legal responsibility to uphold federal legislation and policy
- Subject to federal review to ensure compliance

Photo accessed from archives.gov under public domain
The University is committed to equal access to programs, facilities, admission, and employment for all persons. It is the policy of the University to maintain an environment free of harassment and free of discrimination against any person because of age, race, color, ancestry, national origin, religion, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions, physical or mental disability, gender, perceived gender, gender identity, genetic information, or political ideas. Discriminatory conduct and harassment, as well as sexual misconduct and relationship violence, violates the dignity of individuals, impedes the realization of the University’s educational mission, and will not be tolerated. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Office, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-5901, Email: aao@psu.edu, Tel 814-863-0471.
Civil rights responsibilities for Research

- Organizational Capacity
- Non-Discrimination Based on Sex
- Civil Rights Knowledge and Procedures
- Advisory Boards and Committees
- Public Notification and Outreach
- Resource Allocation
- Graduate Students
- Accessibility for Individuals with Disabilities
- Language Access
Organizational Capacity

- Designate staff to handle civil rights matters
  - 👋
- Follow non-discrimination policies
  - AD67, AD72, AD85, AD88, etc....
- Remain updated on civil rights-related topics
  - Agendas for staff meetings or conferences
Civil Rights Knowledge and Procedures

Complete civil rights trainings

Participate in internal civil rights reviews
Advisory Boards and Committees

- Track all research-related advisory boards and awarding committees, including member’s:
  - Names
  - Race, ethnicity, and gender information

- Conduct barrier analysis to address underrepresentation on research-related advisory boards and awarding committees

- Outline the process and criteria for recruitment and selection onto all research-related advisory boards and awarding committees
Resource Allocation

- Collect race, ethnicity, and gender data for research or experiment station faculty and funding
- Conduct barrier analysis to address underrepresentation in faculty or funding
- Outline policies or criteria for distributing resources to NIFA-funded principal investigators
Graduate Students

Outline policies for how graduate students apply and are selected for assistantships

Track race, ethnicity, and gender data for graduate students and assistantships

Conduct barrier analysis to address underrepresentation for graduate students and assistantships
Non-Discrimination based on Sex

Understanding Title IX at Penn State

Training, policies, & reporting

Reviews, complaints, & guidance

PennState
Affirmative Action Office

PennState
College of Agricultural Sciences
Public Notification and Outreach

- Furnish examples of marketing materials for events hosted by research or the experiment station
- Document outreach activity
Accessibility for Individuals with Disability

Follow policies for reasonable accommodations

Track accommodations requests and responses
Language Access

Know language needs and language access policies and plan

Document materials written and/or translated into a language other than English

Track language access requests

Source: U.S. Census Bureau “People That Speak English Less Than “Very Well” in the United States” accessed from https://www.census.gov/library/visualizations/interactive/people-that-speak-english-less-than-very-well.html
Civil rights responsibilities for Research

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Public Notification and Outreach
Penn State Extension's History

What do you need to do?

- Complete the College of Agricultural Sciences annual Civil Rights training.
- Know how to report a discrimination complaint.
- Handle requests for accommodation, accessibility, or language services appropriately.
- Follow all University sexual harassment policies (AD85: Title IX Sexual Harassment).
- Keep agendas for staff meetings, conferences, or volunteer trainings that include civil rights-related topics, including non-discrimination.
Support for civil rights efforts

- **Strategy and Compliance Specialist Eriks Dunens**
  - Email: [eld5417@psu.edu](mailto:eld5417@psu.edu)
  - Phone: 814-865-0312
  - By Teams chat
  - In person at this meeting

- **Civil Rights Compliance Knowledgebase site**
  - [https://agsci.psu.edu/inside/knowledgebase/civil-rights-compliance](https://agsci.psu.edu/inside/knowledgebase/civil-rights-compliance)
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Questions?
Thank you!