

Graduate Assistant Handbook

2017-2018

DRAFT

Overview

The Office of Graduate Services has prepared this handbook with Policies, Terms and Conditions statements in accordance with the University of Maryland System policy III-7.20 for the benefit of graduate students and supervisors of the Graduate Assistants at Frostburg State University. This handbook is intended to provide information about the various policies and regulations that will be used for awarded positions. If you have any questions pertaining to information and policies in this handbook contact the Office of Graduate Services 301-687-7053.

Each year, FSU offers a limited number of graduate assistantships to highly qualified graduate students. Graduate Assistants are assigned individual duties consistent with the needs of the department and the experience and qualifications of the student. GA's have a professional role (albeit of an apprentice nature) in the University, and the duties of a GA are consistent with the mission of the University.

Objectives and Criteria

- Graduate Assistantships provide ways to recruit academically outstanding students who will contribute to the growth of the departments / programs.
- Assistantships provide the students with professional education in a business/academic setting.

To be eligible for an assistantship, a student must be admitted as a degree-seeking student to a Master's program at FSU and be in good academic standing. Maintaining assistantship eligibility requires a **minimum cumulative grade point average of 3.0 in all semesters for which the student holds a GA position**: this applies to all pre-requisite and undergraduate courses. Full-time assistants must register for a minimum of nine graduate credits in each semester, part-time assistants must register for at least three graduate credits each semester. All assistants with summer responsibilities are required to register for at least three graduate credits during the summer session of the contract period. These courses must be a degree requirement of your program or approved by your Program Coordinator as a pre-requisite or deficiency. Students applying for Graduate Assistantship positions that do not have a 3.0 cumulative undergraduate GPA, must complete at least 9-12 credit hours of graduate level coursework with a 3.0 cumulative GPA in order to be eligible for consideration of a GA position.

GAs should become familiar with the policies of the University and their degree program that are found in the Graduate Catalog. This manual is a compilation of the University policies and practices governing graduate assistantships.

Purpose and Scope

Graduate Assistants are, first and foremost, graduate students pursuing an education. The opportunity to work closely with faculty members and undergraduate students in teaching, research, or administrative environments is an integral part of that education. Skills learned in assistantships prepare students not only for academia but also for corporate, government, and nonprofit organizations.

The Graduate Assistantship Program at Frostburg State University strives to accomplish the following goals:

- Advance graduate students' education by providing:
 - Meaningful work experiences that contribute to the students' professional and academic development which complements their program of study;
 - Opportunities to collaborate with faculty and other university personnel on research projects and papers that advance the academic discipline;
 - Financial support to allow students to successfully pursue a graduate degree. This support may be in the form of tuition remission, stipends, and/or room and board depending on the position.
- Advance graduate students' future employability by providing;
 - Work experience that includes significant higher level assignments, preferably related to the students' chosen field;
 - Opportunities for professional development which supplements the students' learning and work experience;
 - A network of contacts for students within the university community consisting of faculty, administrators and program colleagues.
- Advance the mission and strategic plan of the institution and colleges by providing:
 - Support in recruiting academically outstanding students who contribute to the growth and development of university programs, services, and departments;
 - Qualified students who support the faculty in the enhancement of research and teaching ;
 - Support for the institution/colleges/departments to advance critical programs and initiatives.

Types of Graduate Assistantships

Graduate Assistants may work within a graduate program, a department or college office, or the office of another unit of the university (Provost's Office, Assessment, Student Life, International Students Office, etc.). Graduate Assistants work under the direct supervision of a program coordinator, faculty member, department chair, or other administrative officer.

Five types of graduate student employment are available at Frostburg State University: Graduate Research and/or Teaching Assistants, International Fellows, Graduate Assistants, Graduate Resident Directors and Graduate Athletic Assistants. All Graduate Assistants receive tuition remission..

International students are subject to additional rules articulated by the federal government. Differences between international students and domestic students include tax status, duration of stay at FSU after graduation, and the ability to have additional on-campus employment. International students are strongly advised to direct any questions they have to Center for International Education (CIE). Where there are contradictions or differences between this manual and information provided by CIE to international students, CIE is, in all instances, the prevailing authority.

Application and Selection

1. Applications for GA positions are available online on the University website and in the Office of Graduate Services. Complete application materials include: application, resume, and three references and must be received in the Office of Graduate Services by the following deadlines:

Fall - March 15

Spring - October 15

Applicants meeting the deadline for application will be given priority consideration; however, applications will continue to be accepted after the deadline for consideration for positions that remain open after the award deadline of June 1st for Fall and December 30th for Spring.

An exception to the above deadlines applies to the Athletic Department Graduate Assistantship positions as positions are posted on an ongoing basis as openings occur and deadlines are determined accordingly.

2. A list of available graduate assistantship positions is posted each semester on the FSU website and in the Office of Graduate Services.
3. To be eligible for consideration, the student must have a completed GA application on file and have submitted an application for a graduate program with supporting required documents including a transcript. Because admission deadlines vary among departments, students with completed GA applications, application for admission to the program and transcripts to verify GPA will be considered as eligible candidates for open positions. If a candidate is selected, final awards can only be made when the student is admitted in good standing to a degree program and fulfills the programs admission requirements

4. Candidate lists will be distributed to GA supervisors within 15 days of the deadline and each department will conduct a selection process using the submitted materials as well as other selection criteria that the department determines appropriate.
5. Candidates will be informed of award decisions by June 1 for fall and January 5 for spring. The application and selection process may continue past this date if a candidate has not been identified.
6. Selected candidates must be admitted in good standing to their degree program before awards can be finalized. Students that have been selected and have been admitted will receive contracts 60 days prior to their appointment start date. If candidates are not selected in time to meet the 60 day notification for any reason, selected candidates will be notified as soon after the selection as possible as long as the student is admitted to their degree program in good standing.
7. In order for the contract to be executed, all paperwork must be completed. Additional paperwork to be completed includes the Employee Withholding Exemption Certificate, the University of Maryland System Graduate Assistant Tuition Remission Form, Release of Information Form, Payroll Direct Deposit Authorization, and an INS I-9 Form. All forms should be returned along with the contract no later than 10 days after the contract receipt. The I-9 form should be returned in person to the Office of Payroll & Employee Services (318 Hitchins Administration Building) no later than the start date. When submitting the I-9 you will need to bring with you original government issued identification documents such as driver's license and social security card or birth certificate.

Appointment Reappointment and Duration of Employment

1. Length
Appointments are made for graduate assistantships ranging from a term or an academic year.
2. Time Commitment:
A graduate assistant serves on a full-time or part-time basis. For the purposes of this policy, such time commitment is as follows:

Full-time Assistantship:
Full time assistantships require an average of 20 work hours per week.
Part-time Assistantship:
Part time assistantships require an average of 10 work hours per week.
3. Summer Assistantships:
Students who are Graduate Assistants during the previous academic year or semester may receive graduate assistantships during the summer. However, when a graduate assistantship position requires an occupant during the summer and no continuing graduate assistant is available, a new student may fill that position for the summer term. New students will be required to meet all requirements of graduate assistantship appointments. Summer assistantships are determined by the College and are available based on funding availability. Students with summer contracts will be required to work 20 hours per week for full-time positions or 10 hours per week for part time positions during the term of the contract and must be registered within the semester for at least 3 credit hours at all times during the term of the contract. The exception to this is when a student is

contracted to work for a six-week session and the course offered is only a four-week course. The student must work the entire six weeks but can enroll in the four week course within the six-week term.

4. Renewal of Appointments:

Students may be re-appointed to assistantships for successive terms, but renewal is not automatic or guaranteed. Factors entering into a decision to reappoint a graduate assistant may include:

- Satisfactory academic performance and progress toward degree;
- Satisfactory performance of assigned assistantship responsibilities and duties;
- Availability of funds;
- Departmental or institutional limits on the number of years for which an assistantship may be held; and
- Specific departmental needs, constraints and policies, including efforts to allow a large number of qualified students to benefit from assistantships.

Reapplication is only required if the GA intends to apply for positions other than the one that is currently held. Renewal of GA positions are provided without reapplication provided the student has met satisfactory academic performance and progress toward degree, satisfactory performance of assigned assistantship responsibilities and duties and the department has determined availability of funds and need for the position. The supervisor must initiate a request to fill the position for reappointment of the GA for the subsequent terms.

5. Notice of Appointments:

- a. Except under justifiable circumstances, graduate assistants whose appointments are for more than one term will be notified of their appointments and of decisions not to renew appointments, at least 60 days before the date upon which the appointment is to begin.
- b. If a decision to renew an appointment cannot be made within that timeline, the graduate assistant will be informed at least 60 days in advance of the start date. Circumstances which may justify fewer than 60 days-notice include, but are not limited to, uncertainty in departmental funding and course enrollments.
- c. Nothing in this section shall prevent a department or unit from making an appointment to a graduate assistant on short notice based on changed circumstances in class enrollments, the availability of resources, or other factors.

6. Appointment Letters:

Upon appointment, each graduate assistant will receive a contract that contains detailed information concerning the terms and expectations of the assistantship. The contract shall include, at a minimum:

- a. The length of the appointment;
- b. The starting and ending dates of the appointment, including the dates during which the graduate assistant is expected to be on campus to perform the duties of the assistantship;
- c. The average weekly time commitment of the assistantship;
- d. The basic responsibilities of the assistantship;
- e. The economic benefits of the assistantship, including stipend and tuition assistance amounts, and any access to health and other benefits;
- f. The department or office to which the student will report, including the name of the faculty member or other individual who will supervise the assistantship, when feasible;

- g. An affirmation that the provisions of the institution's graduate assistant handbook apply to the assistantship;
- h. Any special requirements of the assistantship related to leave, scheduling, or other terms (e.g., coverage over breaks and weather emergencies)
- i. Contact information where the graduate assistant may obtain additional information and advice concerning the appointment, the provisions of the handbook, and graduate assistant grievance rights and processes.

7. Assignments:

To the extent feasible, graduate assistants shall be given a written description of their teaching, research or other assignments, duties, and responsibilities at least two weeks before the beginning of the semester. However, departments retain the flexibility to adjust assignments as necessary due to loss of funding, course enrollment fluctuations, or other unanticipated events, even after the semester has begun.

8. Duration of Appointment

The appointment to the position is renewable as long as the GA meets both satisfactory academic progress and meets expectations of performance for as long as the length of the degree program but not to exceed two years. Counseling Psychology students are approved for GA appointments for up to a three year period due to the three year program requirements. Extensions to these limitations can be considered on a case by case basis and must be approved by the Office of Graduate Services. However, reappointments are subject to funding availability and specific departmental needs.

9. Termination of Assistantships:

An assistantship may be terminated within the term of the appointment under unusual and compelling conditions, for causes outlined below:

a. Termination of Assistantship by the Student:

Termination of the assistantship by the student prior to the end of the assistantship completion date requires 2 weeks written notice to the Office of Graduate Services. In such cases, tuition waiver is voided, and the student is billed for the tuition owed for the semester. Once the GA contract is terminated, the student will no longer be permitted to work and will not receive any additional stipend from the date of termination.

b. Termination of Assistantship by the University:

Termination of the graduate assistantship by the University is the responsibility of the Dean or contract originator. Graduate assistants can be terminated for cause only. Termination should be considered only as a last resort and after all other alternatives have been pursued. Grounds for termination shall be unsatisfactory performance (e.g., extended absenteeism or illness, violation of the terms of the contract or university policy). To ensure fairness and to protect the rights of the graduate assistant, the following process for termination has been developed.

- If the Supervisor recommends to the Department Chair/Dean/Administrator that a graduate assistant be terminated, there must be adequate documentation substantiating the termination. This would include accurate documentation of the problem(s), demonstration of effort to assist the graduate assistant in correcting the problem(s), and a copy of at least 1 written warning to the graduate assistant. Supervisors that have concerns about the GA's

performance should notify the Office of Graduate Services and request remediation and guidance in the process. The graduate assistant has the right to appeal a termination decision of the Dean/Administrator to the Provost.

- In severe cases where university policy is breached, the graduate assistant may be terminated without warning.
- If cause is established and termination of the graduate assistant results, payment of the stipend and voiding of the tuition waiver is the same as when the student terminates the assistantship.
- Request to appeal the termination should be made to the Dean or contract originator by written request within 10 days of the termination.

Financial Assistance

Graduate Assistants may work within a graduate program, a department or college office, or the office of another unit of the university (Provost's Office, Assessment, Student Life, International Students Office, etc.). Graduate Assistants work under the direct supervision of a program coordinator, faculty member, department chair, or other administrative officer.

Five types of graduate student employment are available at Frostburg State University: Graduate Research/Teaching Assistant, International Fellowship, Graduate Assistant, Graduate Resident Director, and Graduate Athletic Assistant.

GA Stipend and Tuition Waiver

Graduate Research/Teaching Assistant Full-time:

Work Hours: 20 hours per week

Tuition waiver: 12 credits per semester/3 credits per intersession not to exceed 30 credits in 12 month period.

Stipend: = \$3,000 per semester/\$6,000 academic year

Graduate Assistant Full-time:

Work Hours: 20 hours per week

Tuition waiver: 12 credits per semester/3 credits per intersession/ 6 credits per summer not to exceed 30 credits in 12 month period

Stipend: \$3,000 per semester/\$6,000 academic year

Graduate -Resident Director Full-time

Work Hours: 20 hours per week

Tuition waiver: 12 credits per semester not to exceed 30 credits in 12 month period

Stipend: \$3,000 per semester/\$6,000 academic year, Meal Plan, Housing

International Fellowships Full-time:

Work Hours: 20 hours per week

Tuition waiver: 12 credits per semester/3 credits intersession/6 credits per summer not to exceed 30 credits in a 12 month period

Stipend: \$3,000 per semester/ \$6,000 per academic year.
Summer IF: Up to 6 credits per summer not to exceed 30 credits in 12 month period
Summer IF Stipend: \$1,200 per six week session

Summer and Part time Positions:

Part-time positions are prorated at half the tuition remission (15 credit hours per academic year, up to 6 credits in fall or spring, 3 intersession) and half stipend (\$1,500 per semester) in exchange for 10 hours per week.

Summer position stipends will be prorated based on the hourly rate: \$10 per hour for the term of the contract. (ie. Six weeks \$1,200 for full time, six week \$600 for part time)

Please note that fees associated with enrollment are not covered under the Graduate Assistant contract and are the sole responsibility of the Graduate Assistant. Fees per credit hour can be found on the university website at <http://www.frostburg.edu/grad>.

Eligibility and Enrollment

Eligibility for a graduate assistantship requires full admission to a master's degree program. Graduate Assistants who have been admitted to a degree program must be in good academic standing and maintain a minimum grade point average of 3.0 with at least 9-12 graduate credits to be eligible to receive a Graduate Assistantship appointment. In addition, graduate assistants must register for a minimum of 9 credits leading to the degree during every fall and spring semester of the assistantship. If awarded an assistantship for a summer session, the student must be registered for at least 3 credits during the contract period. Tuition remission for full-time Graduate Assistants is provided for a maximum of 12 credits per semester not to exceed 30 credits in a 12 month period. Tuition remission for part-time Graduate Assistants is provided for a maximum of 6 credits a semester, not to exceed 15 credits annually.

Other Employment

Graduate Assistant responsibilities combined with course work represent a full-time undertaking. Full-time Graduate Assistants are full-time students who are registered for 9 or more graduate credits and work an average of twenty hours per week. Part-time Graduate Assistants are part-time students and work an average of 10 hours per week. Graduate Assistants are not permitted to work for pay for more than twenty hours per week for the University without approval from the Graduate Assistant Supervisor, Office of Graduate Services, and the Provost Office. Graduate Assistants may work additional part-time jobs provided they receive approval and meet all three of the following: 1.) the additional jobs do not interfere with their academic success; 2.) the additional jobs do not interfere with the responsibilities or schedule assigned to their graduate assistantship and; 3.) the additional jobs do not take away opportunities for other students to gain financial assistance. These additional part-time jobs do not include a second assistantship and the Appointee must secure permission from their GA Supervisor, Provost Office, and Director of Graduate Services. Performance both academic and job-related, will be monitored by the student's academic advisor/graduate office and the supervisor will sign each student's time sheet to indicate acceptable levels of performance. **This policy does not extend to international students, who are restricted to 20-hour work week by the Immigrations & Naturalization Service guidelines.**

Other Benefits

Sick and Emergency Leave: If the Graduate Assistant is sick or has an emergency, leave should be supported collegially and can be made up at the discretion of the supervisor. Notification and rescheduling are the responsibility of the graduate assistant who must work with the Supervisor to gain the approval. Inability to work for extended periods or on a regular basis because of illness may be cause for termination of the assistantship.

University Closure and Holiday: If the University is closed due to a scheduled holiday or inclement weather and it falls on a regularly scheduled work day, the GA will not be required to make up scheduled hours and it will be considered paid work time.

Vacation/Personal Leave: Paid leave of 20 hours will be provided to Graduate Students that have a full time (20 hour per week) 12 month contract. All requests for time away from duty must be approved by the GA supervisor and Department Chair or Dean with consideration given to the personal needs of the graduate assistant for such leave. Graduate Assistants with less than a 12 month contract are not eligible for vacation/personal paid leave.

Tax Status

Because of the U.S. federal tax code revisions effective January 1, 1987; all graduate students became liable to pay income tax on compensation received for Graduate Assistantships. The amount remitted for tuition is taxable as a general rule; however, the IRS makes an exception to this rule for a graduate student who is engaged in teaching and research activities for the institution. (IRS Code, Title 26, Section 117). Thus the full amount of tuition remission/reduction for a teaching or research assistant is not subject to federal or state taxation. If a GA has questions concerning tax obligations, he or she should consult a tax counsel or the **Internal Revenue Service (1-800-829-1040)**.

Payroll: Payroll is issued bi-weekly. As a condition of employment, all employees are required to use direct deposit. Due to processing, it takes an average of four weeks to receive your first payment.

For Graduate Assistants performing teaching or research activities, the related tuition waiver will not be subject to taxation. For Graduate Assistants performing administrative functions, the related tuition waiver will be subject to taxation and withholding. The amount of the taxable tuition waiver will be reported on a W-2 form.

Retirement and Social Security (FICA)

Retirement benefits are not withheld from the salaries of Graduate Assistants. Graduate Assistants are exempt from Federal Insurance Contribution Act (FICA) taxes provided that they maintain enrollment and are registered with at least half-time status (6 credits).

Residency Classification

All GA's are billed at the in-state tuition rate for credits taken during their appointment, excluding any credits they take over the tuition remittance allowance. Official residency classification; however, does not change. Consequently, at any time when the graduate student is no longer supported by the assistantship (including summer months) he or she will be billed according to the official residency

status. We strongly urge all graduate students to be aware of their official residency status and address any problems immediately.

Parking

All full-time (20 hour) graduate assistants are eligible for Faculty/Staff parking permits at the lowest rate. Parking permits are to be obtained from Billing Office in Pullen Hall. To obtain a parking tag, all assistants must bring a copy of his or her assistantship offer letter.

Orientation and Information: Your role as a graduate assistant (GA) can be rewarding, but very challenging as well. As a GA, you will be held to certain expectations and standards. You will also be required to interact with undergraduate and graduate students, faculty, and staff in a professional and responsible manner.

FSU is committed to ensuring that graduate assistantships are productive and enhance student qualifications. Therefore, the Office of Graduate Services holds a mandatory Graduate Assistant Orientation each year in August and January.

The orientation program is designed to assist you in meeting the demands of your graduate assistantship by providing you with some tools to help you succeed. Sessions will include overviews of programs, policies, campus resources, and much more.

This is a mandatory program for all appointed graduate assistants. Students that do not participate in the scheduled orientation will be unable to begin their work duties, and payroll will be notified to hold the payroll until the orientation is complete.

Due Process Protections

Informal Resolution of Concerns:

Graduate Assistants are strongly encouraged to attempt to resolve grievances informally with their mentor(s) and/or supervisor(s). If the GA and supervisor are unable to resolve the conflict they should request mediation with the Department Chair. The student also has the option of seeking the help of the Director of Graduate Services. In cases where resolution cannot be reached informally, the Graduate student may file a written grievance according to the grievance policy below.

Formal Complaints:

To address concerns that cannot be resolved informally, a graduate student may file a formal complaint to the Office of the Dean in the respective College where the GA is assigned or to the Administrative Vice President. The Dean's Office/Administrative VP should notify and consult the Office of Graduate Services regarding grievance process and GA policies when needed.

If a GA wishes to make a formal complaint, he or she should present their case in writing to the Dean of the College or respective Administrative Vice President. It is the student's responsibility to provide a written complaint including facts and evidence that support the grievance and explain his or her position. If the college Dean/Administrative Vice President is unable to satisfy the complainant's concerns, the student may appeal to the Provost Office. This appeal should be made as soon as possible after the issue arises, no later than the end of the current semester. Appeals should be submitted in written form providing facts, evidence that supports the complaint and explanation of his/her position

and steps taken to resolve the issue. Appeals will be addressed within 15 days of receipt. Reprisals against GA's that file a grievance is prohibited.

Concerns that cannot be resolved informally which warrant consideration by the Dean or Administrative Vice President or Appeal process include:

- a. Workload volume and scheduling;
- b. Inappropriate work assignments;
- c. Termination of a graduate assistantship within the term of appointment; and
- d. Non-renewal of an assistantship for arbitrary or capricious reasons including reprisal for filing a grievance.

Right to the Grievance

Graduate assistants have the right to file grievances for matters of discrimination on the basis of race, sex, national origin, disabling conditions, religion, age, sexual orientation or marital status, duties performed and specific work environment. Graduate assistants wishing to file grievances should request a copy of the grievance procedure from the University's Fair Practices Office.

Graduate assistants may raise concerns regarding suspected on-campus fraud or fiscal irregularities through the confidential University System of Maryland hot-line mechanisms established in USM Policy VIII-7.10, "Policy on Reporting Suspected or Known Fiscal Irregularities," institution fraud reporting policies, and any relevant state or federal "whistleblower" laws.

Complaints and grievances related to academics should follow the academic grievance policies outlined in the Graduate Catalog.

Conduct and Professional Behavior

A Graduate Assistant's teaching, research, and administrative activities are subject to the ethical precepts and code of the academic profession, to the laws of the State of Maryland regarding its employees, and to the university policies that govern institutional obligations. Violation of any of these regulations constitutes the basis for disciplinary action in accordance with procedures set forth in the university's policies.

In their interactions with students, faculty, and all other members of the university community, GAs are expected to conduct themselves with the same sensitivity and thoughtfulness that they would expect to receive from others. FSU affirms its commitment to a policy of eliminating discrimination on the basis of race, color, creed, sex, sexual orientation, marital status, personal appearance, age, national origin, political affiliation, religious affiliation, physical or mental disability, or on the basis of the exercise of rights secured by the First Amendment of the United States Constitution.

Confidentiality: Graduate Assistants may have assigned job duties that require access to sensitive information. As such, Graduate Assistants are required to treat such information in a highly professional and confidential manner. Any student who is found in violation of this will face disciplinary action

Sexual Harassment Policy:

Frostburg State University Anti-Harassment and Retaliation Policy

Frostburg State University is firmly committed to maintaining a learning and workplace environment free from discrimination and harassment based on an individual's gender or sex. Sexual harassment, sexual assault, and other categories of sexual misconduct are forms of sex discrimination that are not tolerated and are expressly prohibited by FSU. Such misconduct undermines the university's mission and jeopardizes the character and integrity of our community. Retaliation against any individual who files a complaint of gender or sex discrimination or participates in the investigation of such complaint is strictly prohibited. Any member of the university community who believes they have experienced gender or sex discrimination, including sexual harassment and sexual violence is encouraged to promptly report the incident to FSU's Office of Gender Equity. The university is committed to conducting a prompt investigation and addressing any violation of university policies in a timely manner. Any finding by the university that a student or employee has engaged in an act or acts of sex discrimination (including sexual harassment and sexual violence) or retaliation will be promptly addressed and may result in disciplinary action, including termination of their university affiliation.

It is the responsibility of all members of the FSU community to create a safe and inclusive environment. We must all work together to prevent any and all instances of gender and sex discrimination and sexual violence at Frostburg State University. Members of the university community may report allegations of gender or sex discrimination (including sexual harassment and sexual violence) to Dr. April Paul Baer, Interim Title IX Coordinator, Office of Gender Equity, 126 Hitchins, 301.687.4733, titleix@frostburg.edu. Individuals can also submit an online report at www.frostburg.edu/report.

FSU offers a number of resources for individuals who have experienced gender or sex discrimination (including sexual harassment and sexual violence). Individuals wishing to obtain help and support can find a full list of resources, including confidential and off-campus resources, at www.frostburg.edu/titleix/sources-of-support/.

PN 1.014

Frostburg State University's Statement on Non-Discrimination and Equal Opportunity

Frostburg State University affirms its commitment to a campus environment that values human diversity and respect for all individuals. To that end, Frostburg State University does not discriminate on the basis of race, color, religion, sex, gender, sexual orientation, gender identity or expression, national or ethnic origin, age, status as an individual with a disability (including pregnancy), veteran status, genetic information, or other protected classes under applicable state and federal laws. It is the policy of Frostburg State University to ensure all persons have equal opportunity and access to its academic and educational programs, services, activities, and facilities and this commitment shall be an integral part of every aspect of the academic and employment programs and processes, including, but not limited to, the recruitment, selection, testing, training, promotional advancement, and treatment of employees.

Any member of the Frostburg State University community has the right to raise concerns or make a complaint regarding discrimination or equal opportunity without regard to personal factors that are irrelevant to the program involved and without fear of retaliation.

- ❑ Inquiries regarding Frostburg State University's non-discrimination policies and procedures and complaints of discrimination, harassment and retaliation may be directed to:

Beth Hoffman, Director of ADA/EEO & Immigration Compliance
Office of Human Resources
329 Hitchins Administration Building
301-687-4102
bhoffman@frostburg.edu

- ❑ Inquiries regarding Frostburg State University's Title IX policies and procedures and complaints of sexual harassment, sexual assault and other forms of sexual misconduct may be directed to:

Dr. April Paul Baer, Interim Title IX Coordinator
Office of Gender Equity
126 Hitchins Administration Building
301-687-3035
apbaer@frostburg.edu

- ❑ Inquiries concerning Title IX and its implementing regulation may be referred to:

U.S. Department of Education
Office for Civil Rights ("OCR")
100 Penn Square East
Philadelphia, PA 19107
<http://www2.ed.gov/about/offices/list/ocr/>

Substance Abuse Policy: Substance abuse is a serious issue, and FSU has a strong institutional commitment to create a drug free workplace operating under the State of Maryland Substance Abuse Policy (Executive Order 01.01.1991.16). Graduate Assistants should review the policy and complete the online form on the Human Resources website that acknowledges receipt of the policy. Please go to <http://www.frostburg.edu/hr/forms/newemployees/substance-abuse-form/>. To submit the form you will be required to fill out the form with your name and department. **The department you should choose will be the Graduate Services Office.**

Equal Opportunity Statement: FSU has a strong institutional commitment to diversity and is an Affirmative Action employer, providing equal employment and educational opportunities to all those qualified, without regard ***age, class, citizenship, color, disability ethnicity, gender, genetic information, immigration status, national origin, race, religion, sexual orientation, and veteran status.*** The University adheres to Federal and State AA/EEO laws and University System of Maryland Board of Regents Policies Section VII General Administration: VI-1.00, VI-1.05, VI-1.10, VI-1.30, VI-1.20

For information and application contact:

Office of Graduate Services
101 Braddock Rd.
Pullen 141
Frostburg, MD 21532
301-687-7053
gradservices@frostburg.edu
www.frostburg.edu/grad

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