



FLORIDA STATE UNIVERSITY
REAL ESTATE FOUNDATION

Equal Opportunity and Compliance Policy

Effective Date: 04/10/2018

The Florida State University Real Estate Foundation, Incorporated (the “Real Estate Foundation”) is an affirmative action and equal opportunity employer supporting a culturally diverse educational and work environment. The Real Estate Foundation is committed to this policy of equal opportunity, non-discrimination and non-retaliation for any member of the University community on the basis of race, creed, color, sex, religion, national origin, age, disability, veterans’ or marital status, sexual orientation, gender identity, gender expression, or any other protected group status.

The Real Estate Foundation does not tolerate discrimination.

In order to accomplish this goal, and align itself with the University, the Real Estate Foundation adopts by reference the following University Policies:

- **Policy 4-OP-C-7-I1** - Americans with Disabilities Act Policy
- **Policy 4-OP-C-7-I3** – Equal Opportunity, Non-Discrimination, and Retaliation
- **Policy 2-2** - Sex Discrimination & Sexual Misconduct Policy
- **Policy 4-OP-C-7-I6** – Break Time for Nursing Mothers

These University Policies may be found at <http://policies.vpfa.fsu.edu/policies-and-procedures/faculty-staff/equal-opportunity-and-compliance-eoc>.

Questions or complaints may be directed to the University’s Office of Equal Opportunity and Compliance by phone at **(850) 645-6519** or by email to EOC@fsu.edu.