

# Important Notices to Students

Fall 2025

## I. University Notice of Non-Discrimination

Northwestern State University is and will remain an equal opportunity employer. All employment decisions are based on job-related criteria and comply with equal employment opportunity principles.

In accordance with this policy, the University will continue to recruit, hire, train, and promote to all job levels the most qualified persons without regard to race, color, gender, religion, sexual orientation, national origin, disability, genetic information, age, veteran status, pregnancy and related conditions, or retirement status. All personnel actions, such as compensation, benefits, transfers, layoffs, training, and education, are administered without regard to race, color, gender, religion, sexual orientation, national origin, disability, genetic information, age, veteran status, or retirement status.

The University is committed to equal opportunity for all students by ensuring access to educational programs, tuition assistance, and social and recreational activities—regardless of race, color, gender, religion, sexual orientation, national origin, disability, genetic information, age, veteran status, or retirement status. Equal access is also provided to the Boy Scouts of America and other designated youth groups, in accordance with applicable laws.

Concerns and inquiries may be directed to:

**Veronica Biscoe**, Executive Director, Institutional Effectiveness & Human Resources  
Caspari Hall, Room 111  
E: [ramirezv@nsula.edu](mailto:ramirezv@nsula.edu) | P: (318) 357-6359

**Julie Powell**, Director of Title IX Compliance and Title IX Coordinator  
Friedman Student Union, Room 306  
E: [tix@nsula.edu](mailto:tix@nsula.edu) | P: (318) 357-5570

Inquiries concerning the application of nondiscrimination policies may also be referred to:

Regional Civil Rights Director, Office for Civil Rights, U.S. Department of Education  
1200 Main Tower Building, Suite 2260, Dallas, Texas 75202 | P: (800) 669-4000

The OCR office for Louisiana is located at:

Kansas City Office - Office for Civil Rights, U.S. Department of Education  
One Petticoat Lane, 1010 Walnut Street, 3rd floor, Suite 320, Kansas City, MO 64106  
E: [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov) | P: (816) 268-0550 | TDD: (800) 877-8339

## II. Title IX-Discrimination Notice

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. To ensure compliance with Title IX and other federal and state civil rights laws, Northwestern State

University prohibits discrimination and sexual misconduct on the basis of sex, which includes sexual harassment, sexual assault, dating violence, domestic violence, stalking, coercion, and discrimination based on sexual orientation, Retaliation through intimidation, threats, coercion, or discrimination is also prohibited. It is the intention of the University to take any action necessary to prevent or correct sexual misconduct in violation of this policy. ([nsu.la/titleix](https://nsu.la/titleix))

### **Title IX of the Education Amendments of 1972:**

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. NSU is committed to equal opportunity for student success by providing access to educational programs, tuition assistance, and social and recreational activities for all students.

Direct complaints or inquiries to:

**Julie Powell**, Director of Title IX Compliance/Title IX Coordinator  
Friedman Student Union, Room 306  
E: [tix@nsula.edu](mailto:tix@nsula.edu) | P: (318) 357-5570

### **III. Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA of 1990)**

Northwestern State University and the Office of Accessibility and Disability Support (OADS) are committed to making students with disabilities full participants in university programs, services, and activities through its compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990. The OADS coordinates services and accommodations for students with disabilities and serves as an information center concerning disability-related issues. OADS is committed to providing equal educational opportunities to students by minimizing the impact of functional limitations upon their academic and non-academic lives through providing reasonable accommodations to OADS registered students.

In accordance with Section 35.106 of the Americans with Disabilities Act (ADA), all participants, applicants, organizations, and interested individuals are advised and notified that the ADA Coordinator for Northwestern State University for facilities is the following:

**Jennifer Kelly**, Executive Director for University Affairs  
New Fine Arts, 104 Central Avenue, Ste. 102  
E: [andersonje@nsula.edu](mailto:andersonje@nsula.edu) | P: (318) 357-4300

Student academic services:

**Crissey Smith**, Director of Accessibility and Disability Support  
Watson Memorial Library, Room 111  
E: [oads@nsula.edu](mailto:oads@nsula.edu) | P: (318) 357-5460

Faculty/staff accommodations and services:

**Veronica Biscoe**, Executive Director for Institutional Effectiveness & Human Resources

#### IV. Drug-Free Schools and Campuses Regulations

Northwestern State University students are expected to be familiar with and abide by the policies governing alcohol and drugs on campus.

The university prohibits possession or consumption of alcohol on campus and the possession of alcoholic beverage containers except as provided by university policy that complies with all state and federal statutes. Northwestern State University conforms to all local, state, and federal laws regarding the use of alcohol and other drugs on campus. Northwestern is a member of the Drug-Free Schools and Campuses and abides by their standards regarding policies, athletic programs, educational programs, enforcement, and assessment. Students and employees who fail to abide by university policies regarding alcohol and other drugs will be subject to disciplinary action according to established university policies and procedures that conform to local, state, and federal laws.

Students and employees of Northwestern State University are hereby informed that the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances is prohibited on university property. Students and employees of the University found to be illegally manufacturing, distributing, dispensing, possessing, or using controlled dangerous substances on university property shall be subject to disciplinary action in accordance with applicable policies of the University of Louisiana System Board of Supervisors and Northwestern State University, as well as Federal, State of Louisiana, and local laws. In addition to university disciplinary action, students and employees found to be illegally manufacturing, distributing, dispensing, possessing, or using controlled substances shall also be subject to criminal prosecution. The term “controlled dangerous substance,” means a drug, substance, or immediate precursor in Schedule I through V of Louisiana RS40:964.

A complete listing of NSU sanctions, Federal, State and local laws, health risks and alcohol and drug support services are found in the [NSU Student Handbook](#).

#### **Tobacco Free Policy**

Effective August 1, 2014, Northwestern State University became a Tobacco-Free University. The use of all tobacco products in any form, and the use of e-cigarettes are prohibited on all campuses and property of Northwestern State University. This policy applies to all students, faculty, staff, and visitors at all University events and all University facilities. Whether indoors or outdoors. The Tobacco-Free policy also applies to housing located on the property of Northwestern State University.

To clarify the above statements, the use of tobacco products is always prohibited on all Northwestern State University property, and as follows:

- In all interior space on Northwestern State’s main campus and all satellite locations
- In all property leased or operated by Northwestern State
- In all housing located on the Northwestern State campus

- In all indoor and outdoor athletic facilities, the entire facility
- In any vehicle owned or leased by Northwestern State,
- In all personal vehicles while on the campus of Northwestern State, while parked or moving.

In accordance with ACT No. 211, of the 2013 State of Louisiana Legislative Session, and in accordance with Louisiana Revised Statute 40:1300.263, all public post-secondary institutions shall be smoke-free, and nothing shall prohibit a public post-secondary institution from developing a tobacco-free policy for its campus, the University has established a Tobacco-Free Policy. “Smoke-Free” means the prohibition of smoking as defined in R.S. 40:1300.253(14). “Tobacco-Free” means the prohibition of the use of tobacco derived or containing products, as defined in R.S. 40:1300.263(B)(2). All facilities, property (whether owned or leased), and all vehicles of Northwestern State University regardless of campus or location are **Tobacco Free**.

## V. Clery

Northwestern State University complies with the Jeanne Clery Disclosure of Campus Security Policy & Campus Crime Statistics Act. Information about NSULA campus security and crime statistics can be found at the [University Police](#) and by clicking the Annual Security Report tab. The report provides current safety and security policy statements and compiles crime statistics from the past 3 years from different crime categories to help our community better understand what type of criminal activity, if any, takes place on our campuses.

**Jon Caliste**, Director of University Safety and Compliance  
 NSU Police Department, 315 Caspari Street, Natchitoches, LA 71497  
 E: [calistej@nsula.edu](mailto:calistej@nsula.edu) | P: (318) 677-3044

## VI. Missing Student

In compliance with the Missing Student Procedures 20 USC 1092 (j) (Section 488 of the Higher Education Opportunity Act of 2008), it is the policy of Northwestern State University Student Affairs and University Police to investigate any report of a missing student who resides on-campus at Northwestern State University. This policy, with its accompanying procedures, establishes a framework for cooperation among members of the University community aimed at locating and assisting students who are reported missing.

A student shall be deemed missing when he or she is reported absent from the University for more than 24 hours without any known reason. All reports of missing students shall be directed to Northwestern State University Police, which shall investigate each report and determine whether the student is missing under the [Missing Student Policy](#).

NSU Police Department, 315 Caspari Street, Natchitoches, LA 71497  
 P: (318) 357-5431 | F: (318) 357-4321