

EVERYTHING YOU NEED TO KNOW ABOUT THE OFFICE OF INSTITUTIONAL CULTURE (OIC).

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WELCOME TO APSU!!

[All About the OIC](#)



MISSION – OF THE OIC

To coordinate and help lead university efforts toward creating and maintaining an inclusive campus environment for students and employees free from discrimination and harassment.

ACHIEVING THE MISSION & REQUIREMENTS OF OIC



AP Austin Peay
State University
CLARKSVILLE  TENNESSEE

OIC Raises Awareness of Prohibited Behaviors

Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, and national origin in programs and activities receiving federal financial assistance.

➤ Students are also covered under this law.

Title VII of the Civil Rights Act of 1964 prohibits *employment* discrimination based on race, color, religion, sex, and national origin. Sexual harassment is a form of sex discrimination that violates Title VII.

OIC Raises Awareness of Prohibited Behaviors (cont.)

Title IX of the Education Amendments of 1972 states that no person in the United States shall, based on 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.

- *Acts of sexual misconduct are forms of sex discrimination prohibited by Title IX.*
- *Discrimination based on pregnancy, childbirth, miscarriage, false pregnancy, abortion, or related conditions, including recovery are forms of sex discrimination prohibited by Title IX.*

OIC Raises Awareness of Prohibited Behaviors (cont.)

American with Disabilities Act (ADA) of 1990, as amended and Section 504 of the Rehabilitation Act of 1973 provide comprehensive national mandates for eliminating discrimination against individuals with disabilities.

- All ADA Accommodations are managed in the OIC.
- All ADA Accommodations are kept confidential.

OIC ASSISTS CAMPUS MEMBERS WITH REASONABLE ACCOMMODATIONS & MODIFICATIONS

APSU is required by law to engage in an interactive process to identify the appropriate reasonable accommodation unless it causes an undue hardship for the University.

I want to discuss workplace accommodations according to the ADA.

Where do I go?

➤ OIC in person or online

OIC ASSISTS CAMPUS MEMBERS WITH REASONABLE ACCOMMODATIONS & MODIFICATIONS

A *student* has approached me about a *religious or pregnancy/parenting modification*. **Where do I send them?**

- Send them to the Office of Institutional Culture

A *student* has approached me about a *disability-related accommodation*. **Where do I send them?**

- Send them to the Office of Student Access Services

WHAT IS THE OFFICE OF STUDENT ACCESS SERVICES?



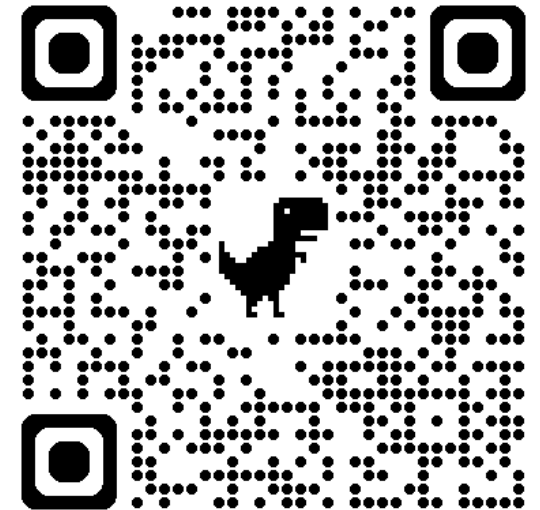
The Office of Student Access Services (OSAS) provides services for students with physical, mental, or learning disabilities. Our staff is available to answer questions you may have regarding the services we offer to APSU students with disabilities. We offer several workshops to both students and instructors to help develop an awareness and promote a better understanding of the needs of students with disabilities

“Moving toward independence.”

OIC Develops and Updates These University Policies

[Policy 6:001 – Equal Opportunity, Harassment, and Nondiscrimination Policy for all Faculty, Staff, Applicants, and Third Parties](#)

[Policy 6:002 – Limited English Proficiency](#)



OIC Provides a Method to Report Prohibited Behaviors

[Intake Form](#)



OIC Wants You to Know...

YOU ARE A MANDATED REPORTER!!!

Mandated Reporter:

An employee of APSU who is obligated to share knowledge, notice, and/or reports of discrimination, harassment, and/or retaliation with the Office of Institutional Culture.

- Pursuant to Policy 6:001 – All APSU employees are Mandated Reporters

DO WE DO MORE THAN JUST COMPLIANCE?



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The OIC Provides Educational Opportunities

Recommended Courses

- Preventing Discrimination and Harassment
- Title IX: Preventing Sexual Misconduct for Faculty and Staff
- Consent and Respect Training for Violations of the Policy

Various Other Informational Sessions or Trainings

- Various Sessions on Institutional Culture (can be catered to the audience)
- OIC Participates in Sessions/Workshops with our PEAYple
- Pregnancy and Parenting Modifications
- Training to be Title IX Investigators/Advisors/Decision-Makers

Appreciation and Belonging Hours

Each month the Office of Institutional Culture (OIC) welcomes employees to come and be a part of an hour of appreciation. The OIC will acknowledge a department or unit and provide refreshments to all in attendance. Come out, spend time with your colleagues, and help cultivate a culture of connectedness at APSU.

- Each month we honor TWO campus employees with the “Everyday Excellence,” Award.
- FREE FOOD & SWAG



Support for Affinity Groups and ERGs

Affinity Groups or Employee Resource Groups (ERGs) are designed to build an inclusive environment for Austin Peay State University (APSU) employees from various employment backgrounds. Affinity Groups or ERGs are established and operated by employees with modest support from the Office of Institutional Culture (OIC).

- How to Start an Affinity Group or ERG at Austin Peay
- Affinity Group or ERG Application
- Information About Affinity Groups & ERGs on Campus

Success & Innovation Funding

The purpose of the Success & Innovation Fund at Austin Peay State University is to provide monetary resources and in-kind services for institutional events, lectures, and workshop opportunities focused on success and innovation.

The goal is to encourage institutional culture through awareness by promoting efforts of recruitment and retention for faculty, staff, and students. It is also the hope that greater collaboration is established between the registered student organizations, faculty, and staff.

- A submitted proposal is required to apply for funds

NEW

The President's Leadership Development Program

Mission: The President's Leadership Development Program enhances the employee experience and supports student success by developing campus leaders, promoting multi-divisional collaboration, and providing actionable solutions to identified opportunities and challenges at APSU.

Vision: The President's Leadership Development Program aims to cultivate knowledgeable and empowered leaders at every level of our organization by providing exceptional leadership development opportunities that inspire growth, collaboration, and excellence. Our program is dedicated to equipping faculty and staff with the skills and vision to drive innovation, enhance university culture, and lead with integrity and purpose.

THE OIC TEAM



LaNeeça Williams
Chief of Institutional
Culture and Title IX
Coordinator



Jo Baldwin
Director of Title VI
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**The Office of Institutional Culture is located
in the Browning Building in Rooms 136-140.**



THANK YOU FOR YOUR TIME TODAY.

I wish you a great year at Austin Peay State University.
I am so glad you are here because we appreciate our PEAYple.
Let's go PEAY!