



SPRING 2020

CENLA CAMPUS

NSU CENLA on England Air Park 1410 NEEL KEARBY BLVD ALEXANDRIA, LA 71303 phone (318) 484-2184 option #2

APPLICATION PROCESS

All applicants are encouraged to apply before the scheduled deadline dates and should have all credentials (college transcripts, ACT or SAT scores, Immunization Record, etc.) submitted to the Office of Admissions for admission review. The Student Transcript System (STS) will be used to obtain the official transcript for Louisiana high school graduates of years 2003 to present. Out-of-state freshmen and Louisiana graduates prior to 2003 must have their final official transcript sent from the high school to NSU. All reenrolling NSU students who have not been enrolled for the previous three semesters (including summer) must submit an application for re-admission and the application fee.

INSTALLMENT POLICY

Any student who has been billed and does not pay the "Account Balance" in full by the last day of fee payment will automatically be assigned and assessed the \$85 per semester/session **NON-REFUNDABLE** Installment Plan Charge according to the Installment Plan Policy. Students assigned the Installment Plan may pay certain fees, room charges, meal charges, etc., in installments as allowed by the Installment Plan Policy.

BOOKS

Books for Northwestern State University can be ordered online at www.nsula.edu. If the student has financial aid available, books can be billed to their student aid through this website. Otherwise, the student must pay by debit or credit card. **TEXTBOOK RENTALS ARE AVAILABLE FOR SELECTIVE TITLES.** For further information, please contact the bookstore at (318) 238-3630.

IMMUNIZATION POLICY

Louisiana Law (R.S. 17:170.1 Schools of Higher Learning) requires all students entering Northwestern State University to be immunized for the following: Measles (2 doses), Mumps, Rubella—required for those born on or after January 1, 1957; Tetanus-Diphtheria (within the past 10 years); and against Meningococcal disease (Meningitis). The guidelines presented on the back of the "Proof of Immunization Compliance Form" are for the purpose of implementing the requirements of Louisiana R.S. 17:170.1, and of meeting the established recommendations for control of vaccine-preventable diseases as recommended by the American Academy of Pediatrics (AAP); the Advisory Committee on Immunization Practices to the United States Public Health Service (ACIP); and the American College Health Association (ACHA). Students not meeting the MMR & TD requirement will be prevented from registering for subsequent semesters.

RESIGNATION FROM ALL CLASSES WITH REFUND:

Last Day to resign with 100% refund	January 12, 2020
Last Day to resign with 75% refund	January 22, 2020
Last day to resign with 50% refund	January 29, 2020

SPRING 2020

Internet Registration through NSUConnect	Nov 04 - Jan 22
REGULAR ADVISING (CenLa Campus)	Jan 08, Wed
Classes Begin	Jan 13, Mon
Late Registration (Fee Applies)	Jan 13-22, Mon-Wed
Martin Luther King Holiday	Jan 20, Mon
Final Day to Register, Add Courses, Or Make Section Changes	Jan 22, Wed
Final Day to Drop a Class & Be Refunded Or Have Fees Refunded or Adjusted (16Week and A-Term)	Jan 22, Wed
5-week Grades Due By 12:00 PM	Feb 17, Mon
Final Day to Remove "I" Grades from Fall 2019	Feb 18, Tues
Mardi Gras Holiday	Feb 24-25, Mon-Tue
Final Day for Graduates to Apply For Spring 2020 Graduation	Mar 01, Sun
Last day of A-Term classes	Mar 07, Sat
B-Term Classes Begins	Mar 09, Mon
Midterm Grades Due By 11:55 PM	Mar 09, Mon
Final Day to Resign and Drop Courses with A "W" Or To Change From Credit to Audit	Mar 16, Mon
Spring Break	Mar 23-27, Mon-Fri
Easter Holiday	Apr 10-12, Fri-Sun
Final Day to Remove "I" Grades With Approved 60 Day Waiver From the Fall 2019	Apr 20, Mon
Last Day of Classes	May 1, Fri
Final Examinations	May 2-7, Sat-Thurs
Candidate Grades Due By 4:00 PM	May 6, Wed
Commencement	May 08, Fri
All Grades Due by 12:00 PM	May 11, Mon

STUDENT RESPONSIBILITY

If you register for a course at NSU and decide not to attend, you must **OFFICIALLY RESIGN**. Students who fail to cancel his/her registration before the first day of classes will be obligated to pay for those classes in accordance with the current refund policy.

<u>HOURS</u>	<u>Undergraduate TUITION & FEES</u>	<u>Graduate TUITION & FEES</u>
3	\$1,254.70	\$1,386.70
4	\$1,569.85	\$1,747.85
5	\$1,960.00	\$2,184.00
6	\$2,275.15	\$2,545.15
7	\$2,590.30	\$2,906.30
8	\$2,905.45	\$3,267.45
9	\$3,220.60	\$4,625.05
10	\$3,535.75	\$4,654.05
11	\$3,850.90	\$4,683.05
12	\$4,166.05	\$4,712.05

Please note:

***Additional \$50.00 fee per Internet course taken
***Prices subject to change without notice

SCHEDULE of CLASSES

BUSINESS ADMINISTRATION/ACCOUNTING

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
ACCT 2010	DCA	22254	3	MANAGERIAL ACCOUNTING	TR	11:00 AM - 12:15 PM	Smith, J
ACCT 3190	DCA	21117	3	INTERMEDIATE II	MW	9:30 AM - 10:45 AM	Mobley, D
ACCT 4020	DCA	21231	3	INTERMEDIATE I	TR	12:30 PM - 1:45 PM	Abukhalaf, R
FIN 4200	OCA	23114	3	FINANCIAL POLICIES & PRACTICES	T	5:30 PM - 8:30 PM	Swanstrom, M

COMPUTER & INFORMATION SYSTEMS

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
CIS 1015	OCA	23088	3	INTRO TO COMP INFO SYSTEMS	TR	8:00 AM - 9:15 AM	McDowell, Q
CIS 2040	OCA	23091	3	INTRO TO VIDEO GAME DEVELOP	MW	11:00 AM-12:15 PM	Powell, J
CIS 2050	OCA	22669	3	ESSENTIALS NETWORK DESGN/HRDWR	MW	8:00 AM - 9:15 AM	Perez-Mira, B
CIS 2980	OCA	23096	3	DATABASE SYSTEMS	R	6:00 PM - 9:00 PM	Penrod, C
CIS 3020	OCA	23098	3	WEB PAGE DEVELOPMENT	TR	11:00 AM -12:15 PM	Pharris, L
CIS 3300	OCA	23100	3	INTERMED OBJ-ORIENT PROGRAMM	TR	9:30 AM - 10:45 AM	Wright, S
CIS 3410	OCA	22692	3	CERTIFIED ETHICAL HACKING	TR	2:00 PM - 3:15 PM	Horton, R
CIS 3970	OCA	23102	3	SECURE PROGRAMMING PRINCIPLES	TR	12:30 PM - 1:45 PM	Powell, J
CIS 3980	OCA	23105	3	INTRO TO INFO SECURITY	MW	12:30 PM -1:45 PM	Horton, R
CIS 4220	OCA	23111	3	NETWORK IMPLEMENTATION & ADM	W	6:00 PM - 9:00 PM	Rider, D

CRIMINAL JUSTICE

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
CJ 1100	DCA	20117	3	INTROD TO CRIMINAL JUST	TR	9:30 PM - 10:45 PM	Holcomb, M
CJ 2300	DCA	20120	3	POLICE PROCESS	MWF	10:00 AM - 10:50 AM	Green, S
CJ 2400	DCA	20123	3	ADJUDICATION PROCESS	MW	12:30 AM - 1:45 AM	Gordy, D
CJ 2500	DCA	20126	3	CORRECTIONS PROCESS	MWF	9:00 AM - 9:50 AM	Holcomb, M
CJ 3040	DCA	20129	3	CRIMINOLOGY/FOUNDATIONS/PUNISH	MWF	10:00 AM - 10:50 AM	Shaw, B
CJ 3360	DCA	20136	3	CRIMINAL INVESTIGATION	TR	11:00 AM - 12:15 PM	Green, S
CJ 4200	DCA	21617	3	INTRO TO CRIM JUSTICE RESEARCH	TR	9:30 PM - 10:45 AM	Boudreaux, K
CJ 4250	DCA	20141	3	COMMUNITY BASED CORRECTIONS	MWF	11:00 AM -11:50 AM	Gordy, D
CJ 4460	DCA	20145	3	CRIMINAL EVIDENCE & PROC	MWF	11:00 AM - 11:50 AM	Shaw, B
CJ 4500	DCA	20150	3	DRUG USE IN MODERN SOC	TR	12:30 PM - 1:45 PM	Green, S

PARALEGAL AND PRELAW PROGRAM

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
PLPS 3070	DCA	23062	3	FAMILY RELATIONS LAW	MW	12:30 PM - 1:45 PM	Riall, R
PLPS 3080	DCA	23067	3	LAW OFFICE ADMINISTRATION	TR	12:30 PM - 1:45 PM	Riall, R

OTHER COURSES OFFERED TO SUPPORT PROGRAMS AT CENLA CAMPUS

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
BIOL 2240	DCA	22231	3	INTRO HUMAN GENETICS	W	5:00 PM - 7:50 PM	Joubert, B
BIOL 2260	DCA	21259	3	ANATOMY/PHYSIOLOGY II NUR/ALHE	W	2:00 PM - 4:50 PM	Antoon, M
BIOL 2261	DCA	21987	1	ANATOMY/PHYSIOLOGY LAB II NU/A	W	5:00 PM - 6:50 PM	Antoon, M
CHEM 1070	DCA	21961	3	FUND CHEM NURS/ALLIED HEALTH	T	5:00 PM - 7:50 PM	Wicks, A
COMM 1010	50A	21612	3	ORAL COMMUNICATION	M	5:00 PM - 8:00 PM	Jonson, R
ECON 2000	DCA	21618	3	PRIN ECON MACROECONOMICS	TR	9:30 AM - 10:45 AM	Jones, D
ECON 2010	DCA	21619	3	PRIN ECON MICROECONOMICS	MW	2:00 PM - 3:15 PM	Marzoughi, H
ENGL 1020	50A	21628	3	COMP & RHETORIC II	M	5:00 PM - 8:00 PM	Brown, C
ENGL 1020	51A	21994	3	COMP & RHETORIC II	T	5:00 PM - 8:00 PM	Stokes, L
ENGL 2110	50A	21632	3	INTRO TO LITERATURE	W	5:00 PM - 7:50 PM	Brown, C
FA 1040	50A	20854	3	EXPLORING THE ARTS	R	5:00 PM - 7:50 PM	Carpenter, D
GEOG 1010	DCA	21620	3	WORLD REGIONAL GEOGRAPHY	MW	12:30 PM - 1:45 PM	Manger, W
HIST 1010	DCA	21381	3	EARLY WLD CIVILIZAT	MW	12:30 PM - 1:45 PM	Hare, K
HIST 2010	DCA	21623	3	HIST UNITED STATES	MWF	11:00 AM -11:50 AM	MacDonald, J
HIST 2020	DCA	22694	3	HIST UNITED STATES	MWF	11:00 AM -11:50 AM	Dollar, S
MATH 1020	50A	22640	3	COLLEGE ALGEBRA	M	5:00 PM - 7:50 PM	Davidson, C

MATH 1060	50A	21164	3	FINITE MATHEMATICS	T	5:30 PM - 8:20 PM	Goelz, J
PSCI 2010	DCA	21625	3	GOVT UNITED STATES	MWF	11:00 AM -11:50 AM	Granger, G
PSCI 3090	DCA	23241	3	CONSTITUTIONAL LAW	TR	11:00 AM -12:15 PM	Shaw, B
PSYC 2050	50A	21610	3	DEVELOPMENTAL PSY	W	5:00 PM - 7:50 PM	Carter, A
PSYC 4400	50A	20737	3	STATISTICS FOR BEHAVIOR SCIEN	M	5:30 PM - 8:20 PM	Morengo, S
SOC 3230	DCA	23073	3	SOCIOLOGY OF DEVIANCE	MWF	9:00 AM -9:50 AM	Boudreaux, K
SOC 4080	DCA	23077	3	RACE-CULTURE REL/PUR & APP SOC	TR	11:00 AM -12:15 PM	Boudreaux, K

NURSING

BACHELOR OF SCIENCE NURSING (BSN)

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
NURB 3030	50A	20688	3	NURSING AS A PROFESSION	R	9:00 AM - 12:00 PM	Pearce, L
NURB 3050	DCA	21022	3	CONCEPTS OF ALT HBT STAT	F	8:00 AM - 10:55 AM	Harrell, R
NURB 3130	DCA	23097	4	ADULT HEALTH NURSING	R	8:00 AM - 12:00 PM	Harrell, R
NURB 3141	50A	21042	4	ADULT HEALTH NSG PRACT	M	8:30 AM - 9:30 AM	Harrell, R
					TW	6:45 AM - 1:00 PM	
NURB 3141	51A	21043	4	ADULT HEALTH NSG PRACT	M	8:30 AM - 9:30 AM	Amsden, J
					TW	6:45 AM - 1:00 PM	
NURB 3141	52A	21045	4	ADULT HEALTH NSG PRACT	T	4:30 PM - 11:00 PM	Lacour, M
					W	4:30 PM -11:00 PM	
NURB 3141	53A	21046	4	ADULT HEALTH NSG PRACT	TBA		
NURB 3150	DCA	20693	3	PHARMACOLOGY IN NURSING	F	8:30 AM - 11:30 AM	Harrell, R

A-Term January 13, 2020 through March 07, 2020

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
NURA 1160	50A	22426	1	METHODS MEDICATION DOSAGE CALC	T	9:00 AM - 11:00 AM	Klock, A
NURB 3231	50A	23130	2	CARE OF WOMEN PRACTICUM		TBA	Hartt, C
NURB 4120	DCA	21869	4	COMPLEX NURSING CARE	MR	1:00PM - 4:00 PM	Johnson, S
NURB 4121	50A	21077	2	COMPLEX NSG CARE PRACT	TW	6:45 AM - 2:15 PM	Johnson, S
NURB 4130	DCA	21082	3	PSYCH-MENTAL HEALTH NURS	MR	10:00 AM -12:30 PM	Hartt, C
NURB 4131	50A	21089	2	PSYCH-MENTAL NSG PRACT	TW	7:30 AM - 3:00 PM	Williams, M
NURB 4131	52A	21091	2	PSYCH-MENTAL NSG PRACT	TW	3:30 PM - 10:30 PM	Pearce, L

B-Term March 09, 2020 through May 11, 2020

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
NURB 4120	D2A	21871	4	COMPLEX NURSING CARE	MR	1:00 PM - 4:00 PM	Johnson, S
NURB 4121	51A	21078	2	COMPLEX NSG CARE PRACT	TW	6:45 AM - 2:15 PM	Johnson, S
NURB 4121	52A	21079	2	COMPLEX NSG CARE PRACT	TW	8:30 AM - 4:00 PM	Pearce, L
NURB 4130	D2A	21875	3	PSYCH-MENTAL HEALTH NURS	MR	10:00 A -12:30 PM	Hartt, C
NURB 4131	51A	21090	2	PSYCH-MENTAL NSG PRACT	TW	7:30 AM - 3:00 PM	Williams, M

ASSOCIATE DEGREE (ASN)

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
NURA 1050	50A	21829	1	HIST/ISSUES/TREND IN NSG	W	11:00 AM -12:00PM	Book, A
NURA 1060	DCA	20670	3	TECHNICAL NURSING TRANS	W	12:55 PM - 4:30 PM	Sicuro, K
NURA 1100	DCA	21831	4	INTROD TO NURSING	T	12:00 PM - 4:30 PM	Klock, A
NURA 1110	D2A	21833	3	INTROD TO NURS SKILLS	W	8:00 AM - 10:00 AM	Klock, A
					W	3:30 PM - 4:30 PM	
					F	6:45 AM - 3:15 PM	
NURA 1110	DCA	21832	3	INTROD TO NURS SKILLS	W	8:00 AM - 10:00 AM	Klock, A
					W	3:30 PM - 4:30 PM	
					R	6:45 AM - 3:15 PM	
NURA 1500	DCA	21836	4	NURS CONCEPTS I	T	8:00 AM - 10:00 AM	Sicuro, K
					W	10:00 AM -12:00 PM	
NURA 1510	50A	21837	3	APPLICA NURS PROC I	W	4:00 PM - 5:00 PM	Sicuro, K
					R	6:45 AM - 7:15 PM	
NURA 1510	51A	22014	3	APPLICA NURS PROC I	R	4:00 PM - 5:00 PM	Sicuro, K
					F	7:00 AM - 7:00 PM	
NURA 1510	52A	23126	3	APPLICA NURS PROC I	F	4:00 PM - 5:00 PM	Roberts, C
					S	6:45 AM - 7:15 PM	

ASSOCIATE DEGREE (ASN) (CONTINUED)

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
NURA 1550	DCA	21840	2	PHARMACOLOGY	W	1:00 PM - 3:00 PM	Hartt, C
NURA 2100	DCA	22171	5	NURS CONCEPTS II	T	8:00 AM - 11:00 AM	Book, A
					W	8:00 AM - 10:00 AM	
NURA 2110	50A	22172	4	APPLICA NURS PRO II	R	6:45 AM - 7:15 PM	Book, A
NURA 2110	52A	22427	4	APPLICA NURS PRO II	WR	3:30 PM - 10:30 PM	Book, A
NURA 2110	53A	23131	4	APPLICA NURS PRO II	WR	3:30 PM - 10:30 PM	Book, A
NURA 2500	DCA	22173	5	NURS CONCEPTS III	T	12:30 PM - 3:30 PM	Ackel, K
					W	10:00 AM- 12:00 PM	
NURA 2510	50A	22174	5	APPLICA NURS PRO III	RF	6:45 AM – 3:15 PM	Ackel, K
NURA 2510	51A	22175	5	APPLICA NURS PRO III	M	2:30 PM – 11:00 PM	Amsden, J
					W	2:30 PM – 11:00 PM	
NURA 2510	52A	23132	5	APPLICA NURS PRO III		TBA	Martelly, K

RADIOLOGIC SCIENCES (BSRS)

<u>COURSE #</u>	<u>SEC</u>	<u>CRN#</u>	<u>CR.HR.</u>	<u>CLASS CATALOG TITLE</u>	<u>DAY(S)</u>	<u>TIME</u>	<u>INSTRUCTOR</u>
RADS 3300	DCA	20748	3	RADIOGRAPHIC PRINCIPLES	TR	10:00AM - 12:00 pm	DeLacerda, K
RADS 3310	DCA	21066	4	RADIOGRAPHIC POSITIONING I	MR	1:00 PM - 2:30 PM	McGuire, C
					F	8:00 AM - 11:00 AM	
RADS 3320	DCA	21070	3	PATIENT CARE & PHAR MTHS	W	10:00AM - 12:00 PM	Cook, K
					W	1:00 PM - 4:00 PM	
RADS 3911	50A	20750	5	CLINICAL RADIOGRAPHY III	TWR	8:00 AM - 4:30 PM	Cook, K
RADS 4530	DCA	20753	2	RAD PROTEC & BIOLOGIC RESPONSE	M	10:00 A - 12:00 PM	Haynes, K
RADS 4620	DCA	22638	3	ADV PRACTICES IN RADIOGRAPHY	F	8:00 AM - 11:00 AM	DeLacerda, K
RADS 4711	50A	21096	4	CLINICAL RADIOGRAPHY VI	TW	8:00 AM - 4:30 PM	DeLacerda, K
					R	8:00 AM - 12:00 PM	

For advising or further information contact one of the following departmental centers:

*NSU Cenla Campus on England Airpark
(318) 484-2184 option #2*

*NSU Nursing and Radiologic Sciences
Rapides Regional Memorial Hospital
(318) 769-7991*





REGISTRATION THROUGH *myNSU*

All currently admitted students may access the *NSUConnect* registration system through *myNSU* at <https://my.nsula.edu>. The registration system is designed so that only students can use the system to register, add, and/or drop their classes. Faculty members no longer have the capability to register students for classes.

Registration by *NSUConnect*

November 4, 2019– January 12, 2020

Late Registration January 13-22, 2020

Internet Registration priority is based on the following classification and listing:

Monday, Nov 04, 2019	Graduate Students, Authorized ADA Students with Permit, Honor Students with a 3.5 Cumulative GPA & 12 or More Hours, and all Student Athletes
Tuesday, Nov. 05, 2019	Seniors (90+ Hours)
Wednesday, Nov. 06, 2019	Juniors (60-89 Hours)
Thursday, Nov. 07, 2019	Sophomores (30-59 Hours)
Friday, Nov. 08, 2019	Freshmen (0-29 Hours) & Non-traditional Students with Fewer than 30 Hours (Adults Aged 25 & Over)

In addition to the face-to-face classes and the compressed video classes, please see our SCHEDULE OF CLASSES at https://connect.nsula.edu/prod/bwckschd.p_disp_dyn_sched for additional classes.

Northwestern State University Spring 2020 Academic Calendar:

<https://www.nsula.edu/registrar/>

REFUND POLICY

A student who officially resigns on or before the last day to register for credit will receive 100% credit to his/her account of all refundable fees. These include fees identified on the bill/statement as registration fees, out-of-state fees, laboratory fees, and student association fees. A student who officially resigns within seven calendar days after the last day to register for credit will receive 75% credit to his account of all refundable fees identified on the bill/statement as registration fees, out-of-state fees, and laboratory fees. A student who officially resigns within twelve calendar days after the last day to register for credit will receive 50% credit to his account of all refundable fees identified on the bill/statement as registration fees, out-of-state fees, and laboratory fees. After this date, no refund or credit will be made. Dropped courses are not refundable at any time and will not be credited to a student's account. In some cases, the refund policy will result in a reduction of charges and not a "cash" refund. Nonattendance of classes is not a basis for backing out registration fees. Students attending NSU for the first time and receiving Title IV assistance (Federal Financial Aid) will be refunded to Title IV if the student resigns during the first 60% of the enrollment period. Installment Fee Payment in full is required on scheduled fee payment date. Accounts not paid in full will be assessed an \$85.00 nonrefundable Installment Plan Fee.

NONDISCRIMINATION POLICY

It is the policy of Northwestern State University of Louisiana not to discriminate on the basis of race, color, religion, sex, national origin, age or disability, in its education programs, activities or employment practices as required by Title VI, and Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, the Americans with Disabilities Act of 1990, Executive Order 11246, sections 503 and 504 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974.