

Equal Opportunity/Affirmative Action Policy Statement

Employment

The University of North Dakota practices a policy of nondiscrimination in recruiting, hiring, and promoting of all of its employees, both faculty and staff. It is committed to administering all personnel actions--demotion, transfer, use of facilities, treatment during employment, rates of pay or other forms of compensation, selection for training, layoff, or termination--without regard to race, color, creed, national origin, religion, sex, sexual orientation, gender identity, age, veterans' status, marital status, political affiliation or physical, mental or medical disability unrelated to the ability to engage in activities involved with the job. The University of North Dakota actively supports an affirmative action program in order to provide equal employment and educational opportunity in all areas: academic, support and construction.

Educational Programs and Activities

It is the policy of the University of North Dakota that no person in the United States shall be discriminated against because of race, religion, age, color, sex, disability, sexual orientation, gender identity, national origin, marital status, veterans' status or political belief or affiliation, and that equal opportunity and access to facilities shall be available to all. This policy is particularly applicable in the admission of students in all colleges, and in their academic pursuits. It also is applicable in University-owned or University-approved housing, food services, extracurricular activities, and all other student services. It is a guiding policy in the employment of students either by the University or by non-University employers through the University and in the employment of faculty and staff.

North Dakota State Policy Against Discrimination

(North Dakota Century Code Section 14-02.4-01)

It is the policy of this state to prohibit discrimination on the basis of race, color, religion, sex, national origin, age, the presence of any mental or physical disability, status with regards to marriage or public assistance, or participation in lawful activity off the employer's premises during non-working hours which is not in direct conflict with the essential business-related interests of the employer; to prevent and eliminate discrimination in employment relations, public accommodations, housing, state and local government services, and credit transactions; and to deter those who aid, abet, or induce discrimination, or coerce others to discriminate.

Statement of Institutional Diversity and Pluralism

The University of North Dakota takes pride in its mission to meet the individual and group needs of a diverse and pluralistic society through education, research, and service. The peoples served by and associated with the University vary widely; all must be valued for the richness their different cultures, heritages, perspectives, and ideas bring to the community. The University is in part, a conduit through which individual perspectives and global interrelationships are enhanced by a learning and teaching environment that is aware of and sensitive to the diversity of its constituents. Diversity in the University is constituted by the full participation of persons of different racial and ethnic heritage, age, gender, socio-economic background, religion, and sexual orientation; of persons with disabilities; and of people from other countries. Of special and particular importance is the University's longstanding commitment to the education of American Indian students and the cultures and traditions of the American Indian people. In addition, the University's commitment to diversity extends to historically underrepresented populations such as African Americans, Latino Americans, and Asian Americans. Furthermore, the University embraces our international student population as they enhance the culturally rich learning environment of campus. The University is committed to providing learning and teaching experiences which enhance all students' self-determination, educational advantages, and professional opportunities. Policies and procedures of the University oblige its students, faculty, staff, and alumni to foster the awareness and sensitivity necessary for acceptance and understanding of all people in society. The University of North Dakota strongly disapproves and does not tolerate acts of racism, sexism, bigotry, harassment, and violence in any form and actively uses its human and other resources to provide opportunities for its constituents and public to learn and appreciate the values of a diverse and multicultural world.

Approved by University Senate on December 7, 2006.

Inquiries as to the equal opportunity, affirmative action, or diversity policies for the University of North Dakota or coverage of state and federal civil or human rights statutes or regulations may be directed to Sally J. Page, Affirmative Action Officer, 101 Twamley Hall, 264 Centennial Dr., Stop 7097, University of North Dakota, Grand Forks, ND 58202-7097; telephone voice/TDD 777-4171; e-mail, affirmativeaction@mail.und.nodak.edu. Policies and procedures are at <http://www.und.nodak.edu/dept/aao>. Concerns regarding Title VI of the Civil Rights Act, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disability Act may be addressed to the Affirmative Action Officer or to the Office of Civil Rights, U.S. Office of Education, 111 North Canal Street, Suite 1053, Chicago, IL 60606-7204.