



Notification of Procedures For Complaints of Discrimination or Harassment

The University of North Dakota does not tolerate harassment. If you feel that you have been harassed, please report the incident to one of the following: If you are a student, contact the Dean of Students Office. If you are a graduate student and the harassment deals with academic issues, graduate assistantships, awards, and scholarships, contact the Graduate School. If you work within the academic arena, contact the Office of the Dean. If you are a medical student or resident, contact the Associate Dean of Students of the School of Medicine and Health Sciences. If you are a law student, contact the Office of the Dean of the School of Law. If the incident occurred in housing, contact the Housing Office. If you are a student or graduate student and the incident occurred during your employment as a student, contact the Financial Aid Office. If you are a staff member, contact Human Resources. Also, the Affirmative Action Office is always available to help. If University officials receive a report of harassment, the University will promptly investigate the matter and take disciplinary actions, when appropriate, in accordance with the University's procedures-as detailed in the full harassment policy-for reporting incidents of possible harassment observed or which come to their attention. Retaliation in any form against any person who reports harassment, brings a complaint charging harassment, or participates in the harassment complaint process, is strictly prohibited. A provision identifying the range of penalties that may be considered when the University determines an individual engaged in harassment is included in the full harassment policy. The full harassment policy and grievance procedure may be found at: <http://www.und.edu/dept/aao/Pol.htm> or in the University's Code of Student Life at: www.und.edu/dept/csl.

Charles E. Kupchella, President
April 30, 2004

The University of North Dakota is an equal opportunity and affirmative action employer and subscribes to the laws and regulations prohibiting discrimination based on race, religion, color, creed, national origin, sex, disability, age, Vietnam era/disabled veteran status, or any other proscribed category. Inquiries or complaints regarding equal employment or educational opportunities or the affirmative action program should be directed to the Affirmative Action Office, Box 7097, University of North Dakota, Grand Forks, North Dakota 58202. The Affirmative Action office web site is www.und.edu/dept/aao.