Notice of Non-Discrimination Policy and Notice of Non-Retaliation Requirements

The University of North Dakota prohibits retaliation against any individual who makes a complaint or participates in the investigation of a complaint of unlawful discrimination, harassment or other condition of employment. An employee, a group of employees, a student, or a group of students, have the right to discuss with supervisors, faculty, or other appropriate officers any condition of employment without fear of discrimination or retaliation.

Retaliation against an individual who makes a complaint or participates in the investigation of a complaint is grounds for additional disciplinary action.

The University of North Dakota policy covering equal opportunity and nondiscrimination is in effect. This policy applies to all employees and students at the University of North Dakota. See University policy: EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT AND PROCEDURES FOR COMPLAINTS OF DISCRIMINATION OR HARASSMENT http://und.edu/affirmative-action/_files/docs/discrimination-harassment-policy-procedures.pdf.

Section 704(a) of the Civil Rights Act of 1964, as amended and section 4(d) of the Age Discrimination in Employment Act of 1967, as amended, provide:

It shall be an unlawful employment practice for an employer to discriminate against any employee or applicant for employment, for an employment agency to discriminate against an individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because (s)he has opposed an unlawful employment practice by this title or because (s)he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this title.

I, the undersigned, have read and understand the above information.

__________________________  ___________________________
Signature of Interviewee      Signature of Interviewer

__________________________  ___________________________
Printed Name                  Printed Name

__________________________
Date