APPENDIX I: EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY
STATEMENT AND PROCEDURES FOR COMPLAINTS OF
DISCRIMINATION OR HARASSMENT

I-1 EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT AND PROCEDURES FOR
COMPLAINTS OF DISCRIMINATION OR HARASSMENT

A. Mission and Priorities
The University of North Dakota does not tolerate harassment in any form. Harassment is contrary to the stated
mission of the University to serve “the state, the country, and the world community” and to encourage “students
to make informed choices, to communicate effectively, to be intellectually curious and creative, to commit
themselves to lifelong learning and the services of others, and to share responsibility both for their own
communities and for the world.” See University of North Dakota Mission Statement. Harassment is in direct
conflict with the identified priorities of the University to “reflect and promote respect and appreciation for
diversity, human rights, and differences of opinion”; to “maintain clear and open lines of communication”; and
to “ensure a positive work environment.” See University Campus Climate Priority Action Areas. The University
of North Dakota recognizes that the existence of harassment disrupts all areas of the University community.

B. Employment
The University of North Dakota practices a policy of nondiscrimination in recruiting, hiring, and promoting all
of its employees — faculty, staff, and students. It is committed to administering all personnel actions including,
but not limited to, demotion, transfer, use of facilities, treatment during employment, rates of pay or other forms
of compensation, selection for training, lay off, or termination without regard to race, color, genetic information,
national origin, religion, sexual orientation, gender identity, sex, age, creed, marital status, veteran’s status,
political belief or 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, supportive, and
construction.

C. Educational Programs and Activities
It is the policy of the University of North Dakota that there shall be no discrimination against persons because of
race, color, genetic information, national origin, religion, sexual orientation, gender identity, sex, age, creed,
marital status, veteran’s status, 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 is also applicable in University owned or University approved housing, food services,
extracurricular activities, and all other student services. It is the guiding policy in the employment of students
either by the University or by outsiders through the University and in the employment of faculty and staff.

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