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

I-6 DISCRIMINATION OR HARASSMENT COMPLAINTS MADE AS PART OF ANOTHER
GRIEVANCE OR COMPLAINT PROCESS

Grievances filed through other processes outlined in the University of North Dakota Code of Student Life, the
University of North Dakota Faculty Handbook, the North Dakota State Board of Higher Education Policies and
 Procedures, the North Dakota University System Human Resources Policy Manual, or related due process
procedures may have as a component to the grievance an allegation of discrimination or harassment. The
discrimination or harassment complaint shall be handled within that existing process and not as a distinct or
separate process. The Office of Affirmative Action will be available for consultation regarding the investigation
of the harassment portion of the complaint. The findings of the grievance shall include any determinations of
fact related to the discrimination or harassment charges. Any appeal of the findings shall be according to the
process appropriate to the status of the grievant.

The AAO is charged with record keeping in cases of discrimination or harassment. Any complaint or
harassment allegation that is part of an ongoing grievance will be sent to the AAO for statistical purposes.

REVISION RECORD:
August 1, 2012 - Published