

## Nondiscrimination

It is the policy of the University of North Dakota that no person shall be discriminated against because of race, religion, age, color, gender, disability, national origin, creed, sexual orientation, gender identity, genetic information, marital status, veteran's status, or political belief or affiliation and the equal opportunity and access to facilities shall be available to all. Concerns regarding Title IX, Title VI, Title VII, ADA, and Section 504 may be addressed to Donna Smith, Assistant Vice President for Equal Opportunity and Title IX/ADA Coordinator, 401 Twamley Hall, 701.777.4171, [UND.EO.TitleIX@UND.edu](mailto:UND.EO.TitleIX@UND.edu) or the Office for Civil Rights, U.S. Dept. of Education, 230 S. Dearborn St., 37th Floor, 500 West Madison, Suite 1475, Chicago, IL 60611 or any other federal agency.

The full [Notice of Non-discrimination](#) is available online through Equal Opportunity & Title IX.

## Accessibility Statement

The University of North Dakota is committed to providing equal access to students with documented disabilities. To ensure access to this class and your program, please contact <https://und.edu/student-life/student-disability-resources/index.html> to engage in a confidential discussion about accommodations for the classroom and clinical settings.

Accommodations are not provided retroactively. Students are encouraged to register with [Student Disability Resources](#) at the start of their program. More information can be obtained by email, [UND.sdr@UND.edu](mailto:UND.sdr@UND.edu), or by phone at 701.777.2100.

## Religious Accommodations

UND offers religious accommodations, which are reasonable changes in the academic environment that enable a student to practice or observe a sincerely held religious belief without undue hardship on the University. Examples include time for prayer or the ability to attend religious events or observe a religious holiday. To request an accommodation, complete the [student religious accommodation request form](#). To learn more, please consult UND's [Religious Accommodations Policy](#) or contact the [Equal Opportunity & Title IX Office](#).

## Pregnancy Accommodations

Students who need assistance with academic adjustments related to pregnancy or childbirth may contact the [Equal Opportunity & Title IX Office](#) or Academic Affairs to learn about your options. Additional information and services may be found at [Pregnancy Resources and in UND's Protections for Pregnant and Parenting Students and Employees Policy](#).

## Reporting Discrimination, Harassment, or Sexual Misconduct

If you or a friend has experienced sexual misconduct, such as sex-based harassment, domestic violence, dating violence, or stalking, please contact the [Equal Opportunity & Title IX Office](#) or UND's Title IX Coordinator, Donna Smith, for assistance at 701.777.4171 or [donna.smith@UND.edu](mailto:donna.smith@UND.edu).

You may also contact the Equal Opportunity & Title IX office if you or a friend has experienced discrimination or harassment based on a protected class, such as race, color, national origin, religion, age, disability, sex, sex characteristics, sexual orientation, gender identity, genetic information, pregnancy, marital or parental status, veteran's status, or political belief or affiliation.

## Faculty Reporting Obligations Regarding Discrimination, Harassment, or Sexual Misconduct

It is important for students to understand that faculty are required to share with UND's Equal Opportunity & Title IX Office any incidents of potential sexual misconduct or of discrimination or harassment based on a protected class that they become aware of, even if those incidents occurred in the past or are disclosed as part of a class assignment. This does not mean an investigation will occur if the student does not want that, but it does allow UND to provide resources to help the student continue to be successful at UND. If you have been impacted by discrimination, harassment, or sexual misconduct, you can find information about confidential support services at the [Equal Opportunity & Title IX](#) webpage.

## Health and Safety

UND is committed to maintaining a safe learning environment and asks students and instructors to be flexible when necessary to promote quality learning experiences.

**Please do not attend an in-person class or lab if you are feeling ill or if you have been directed by health professionals to stay home.**

- If you are not able to attend class or lab, please notify your instructor as soon as possible and discuss options for making up any missed work.
- If you will have an extended absence due to serious illness or other uncontrollable circumstances, you may request an absence notification through [Community Standards and Care Network](#).
- If your instructor is ill, they may need to cancel class or temporarily move your course to online delivery.

Please contact [Student Health Services](#) if you have health questions by calling 701.777.4500 or visiting [myhealth.und.edu](http://myhealth.und.edu)