

EQUAL OPPORTUNITY AND NON-DISCRIMINATION AT NDSU

NDSU is committed to providing a safe and non-discriminatory learning, living and working environment for all members of our university community. **NDSU does not tolerate discrimination or harassment based on protected class in its employment practices or educational programs or activities.**

Protected classes for NDSU's purposes are:

- Age
- Color
- Gender expression/identity
- Genetic information
- Marital status
- National origin
- Participation in lawful off-campus activity
- Physical or mental disability
- Pregnancy
- Public assistance status
- Race
- Religion
- Sex (includes sexual harassment and sexual violence)
- Sexual orientation
- Spousal relationship to current employee
- Status as a U.S. veteran

The full text of NDSU's Equal Opportunity and Non-Discrimination Policy can be found at ndsuhumanresources.com/fileadmin/policy/100.pdf.

NDSU has procedures in place to address concerns regarding discrimination and harassment. **If you believe you have been subject to discrimination or harassment based on a protected class, you are encouraged to file a complaint.** The complaint form is available at ndsuhumanresources.com/equity/forms or by contacting the Office of the Vice Provost for Faculty and Equity. **NDSU will take your complaint seriously** and follow relevant NDSU discrimination and harassment complaint procedures when addressing your concern (please see NDSU Policy 156 at ndsuhumanresources.com/policy for more information).

NDSU encourages the filing of discrimination and harassment complaints and does not tolerate retaliation in response to related activity - this could include, but is not limited to, filing or reporting a discrimination complaint, acting as a witness or advocate, or otherwise participating in the investigation of a discrimination complaint. **If you believe you have been retaliated against, you are encouraged to file a complaint** using the form available at ndsuhumanresources.com/equity/forms or by contacting the Office of the Vice Provost for Faculty and Equity.

If you have a concern that you want to report anonymously or otherwise do not think the process described above relates to your particular situation, **NDSU has an anonymous bias reporting system to make sure all students and employees have a way to let NDSU know of their concerns regarding bias, bigotry, or hate.** More information regarding the bias reporting system can be found at ndsuhumanresources.com/biasreport.

NDSU does not discriminate in its programs and activities on the basis of age, color, gender expression/identity, genetic information, marital status, national origin, participation in lawful off-campus activity, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, spousal relationship to current employee, or veteran status, as applicable. Direct inquiries to: Vice Provost, Title IX/ADA Coordinator, Old Main 201, 701-231-7708, ndsuhumanresources@ndsuhumanresources.com.

Questions, concerns or complaints regarding equal opportunity and non-discrimination at NDSU should be directed to:

Vice provost and Title IX/ADA coordinator
Old Main 201 • NDSU Main Campus
701-231-7708 • ndsuhumanresources@ndsuhumanresources.com

For more information and the most recent updates regarding equal opportunity and non-discrimination at NDSU, please visit ndsuhumanresources.com/equity.