

From: [Special NDSU Announcement to all Staff](#) on behalf of [Bilen-Green, Canan](#)
To: NDSU-STAFF@LISTSERV.NODAK.EDU
Subject: Policies, announcement of positions, accommodations, inclusion, training, affinity groups, Tribal Initiatives, ADVANCE/New Beginnings/LGBTQ+ Fellows
Date: Thursday, December 8, 2022 10:46:38 AM
Attachments: [image001.png](#)

Dear NDSU Community:

I am writing today to remind our university community of our shared responsibility to make NDSU a welcoming, safe, and inclusive campus. We each have an essential role in shaping campus climate and safeguarding our students and one another. I hope you will take a moment and review this **annual reminder** of the [policies](#) prohibiting bullying, discrimination, harassment, retaliation, and sexual misconduct; [accommodations](#) for disability, temporary medical conditions, and pregnancy; [religious](#) accommodations; required non-discrimination [statement and posters](#); employee [reporting responsibilities](#); employee and supervisor [training requirements](#) and optional [syllabus statement](#) and training to foster a safe, respectful, inclusive, accessible, and non-discriminatory environment; [resources](#) available at NDSU to address your questions including alternative conflict resolution and sexual assault prevention and advocacy; [climate work/life survey](#); the [National Science Foundation](#) harassment reporting requirements; [inclusive excellence initiatives](#), including affinity groups, work-life satisfaction policies, membership to National Center for Development & Diversity, research series on engaged citizenship and inclusion and the ASPIRE program for inclusive teaching, research mentoring, advising, and leadership; equal opportunity in announcement of all positions and [search training requirements](#); [affirmative action plan](#); and [diversity and Land Acknowledgement statements](#). Below you will also find updates on the [Tribal Initiatives](#), personnel changes, including [New Beginnings](#), [ADVANCE](#), and [LGBTQ+](#) Fellows, and the [President's Council on Diversity, Inclusion, and Respect](#).

- 1. Policies. NDSU is committed to providing a safe and non-discriminatory learning, living, and working environment for every member of our university community.** Specifically, NDSU is committed to taking action against discrimination, harassment, retaliation, and sexual misconduct in order to: (1) stop it; (2) remedy its effects; and (3) prevent its recurrence. **If you believe you have been subjected to discrimination, harassment, retaliation, or sexual misconduct, you are encouraged to complete and submit a complaint to the Equal Opportunity and Title IX Compliance Office** by visiting https://www.ndsu.edu/equity/filing_a_report_or_complaint/ and then clicking on File a Complaint.

The Equal Opportunity and Title IX Compliance Office investigates all discrimination, harassment, retaliation, and sexual misconduct complaints involving students and employees and will coordinate the resolution of those complaints as described in [Policy 156](#) and [Policy 156.1](#). For complaints alleging a violation by a student, please see [Student Investigation Flow Chart](#). For all other complaints please see [Employee Investigation Flow Chart](#). The list of NDSU's policies related to equal opportunity, ADA, and Title IX can be found at the end of this email. For more information on NDSU's complaint resolution process, including "what you can expect/can't expect" once a complaint is filed, see https://www.ndsu.edu/equity/about/filing_a_complaint_at_ndsu/what_can_or_cant_i_expect/

Questions, concerns, or complaints related to equal opportunity, discrimination, harassment, retaliation, and sexual misconduct, including those related to Title IX, may be directed to [Equal Opportunity and Title IX Compliance Office/Director Heather Higgins-Dochtermann \(Old Main 201, NDSU Main Campus, Fargo, ND 58108\)](#), 231-7107; heather.higginsdocht@ndsu.edu.

- 2. Accommodations for students with disabilities, temporary medical conditions, and pregnant students.** Disability Services is designated as the office that students with a disability, temporary medical condition, or pregnancy work with to request services/accommodations. Please note that per NDSU [Policy 333](#) "*Absences due to pregnancy or related conditions, including recovery from childbirth, shall be excused for as long as the student's health care provider deems the absences medically necessary. When the student returns to class the student must be provided the opportunity to make up any work missed. Alternatives include allowing the student to take an incomplete and complete the course at a later date, or retaking the course or taking an online course.*"

If you have a student that is requesting accommodations without presenting documentation from Disability Services, **please refer the student to Disability Services.** For more information see <https://www.ndsu.edu/disabilityservices/>.

Employee requests for accommodations on the basis of disability are processed through the [Office of Human Resources/Payroll](#). Per NDSU [Policy 168](#), "*Supervisors receiving requests for accommodation from employees shall direct the employee to contact Human Resources in order to address their need for a reasonable accommodation.*"

- 3. Religious accommodations for students.** Per NDSU [Policy 333](#), "*Religious observances may require absence from a class session and other required class activities. A student who is to be excused from class for a religious observance is not required to provide a second party certification of the reason for the absence.*" The [Office of Multicultural Programs](#) maintains a list of common [religious holidays and events](#).

- 4. Required non-discrimination statement and posters. The following statement must be included in all bulletins, announcements, manuals, publications, guidebooks, brochures, pamphlets, catalogs, application forms, or recruitment materials that are made available to NDSU participants, students, applicants, or employees:**
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: [Equal Opportunity and Title IX Compliance Office](#)/ Director Heather Higgins-Dochtermann (Old Main 201, NDSU Main Campus, Fargo, ND 58108, 231-7107; heather.higginsdocht@ndsu.edu).

Equal opportunity and Title IX related **posters are required to be placed where they are visible to students, employees, applicants, and other participants** in NDSU's educational programs and activities. For more information and link to required posters see https://www.ndsu.edu/equity/required_posters/. Please note that the 2009 "EEO is the Law" poster and the 2015 "EEO is the Law" Supplement poster have been replaced by the Know Your Rights poster which can be found on this website.

- 5. Employee reporting responsibilities.** All NDSU **employees who observe** discrimination, including harassment, retaliation, or sexual misconduct must document the discrimination by visiting https://www.ndsu.edu/equity/filing_a_report_or_complaint/ and then clicking on File a Report and contacting the Equal Opportunity and Title IX Compliance Office. All NDSU **employees who receive a report** of discrimination **involving a student**, including harassment, retaliation, or sexual misconduct, must document the report, **including the name of the involved student(s)**, and contact the Equal Opportunity/Title IX Compliance Office. NDSU **supervisors, managers,**

department heads, deans, directors, or administrators **who receive a report of discrimination involving employees**, including harassment, retaliation, or sexual misconduct, must document the report by visiting https://www.ndsu.edu/equity/filing_a_report_or_complaint/ and then clicking on File a Report and contacting the Equal Opportunity/Title IX Compliance Office. Additional information regarding reporting responsibilities can be found in [Policy 156, Section 10](#). Equal Opportunity and Title IX Compliance Office **will keep the complaint and its investigation confidential to the extent that it is possible without compromising NDSU's commitment and obligation to investigate allegations of discrimination, harassment, retaliation, and sexual misconduct, to protect the university community.**

- Syllabus Statement Language for Mandatory Reporters.** Instructors may add a statement to their syllabi about their requirements as mandatory reporters. This information is an important reminder to instructors about their reporting responsibilities as well as an important reminder to students about what information must be reported. For more information, please visit https://www.ndsu.edu/equity/filing_a_report_or_complaint/reporting_responsibilities_for_mandatory_reporters/syllabus_statement_language/
- Employee training requirements. New employees are required to complete in-person (includes attending via Zoom) Equal Opportunity/Title IX training within 60 days of their employment start date. After that, all full-time employees are required to complete in-person Equal Opportunity/Title IX Training every three years.** For more information and to register for an in-person training session see https://www.ndsu.edu/equity/prevention_education/.

Supervisor training requirements. In addition to the Equal Opportunity/Title IX training, supervisors (*managers, department chairs/heads, deans, directors, and administrators*) are required to complete in-person (includes attending via Zoom) **Supervisor Supplement – Equal Opportunity/Title IX Training every year.** These are individuals with assigned supervisory duties over employees. For more information and to register for a **Supervisor Supplement** session see https://www.ndsu.edu/equity/prevention_education/.

Diversity and Cultural Competency Training for Incoming Students. Designed to educate new students about cultural differences and explore the benefits of diversity for our society generally and for the college experience. All incoming students have access to this Black Board course and are now required to take this training. About the content of this training, contact Heather Higgins-Dochtermann, Director of Equal Opportunity and Title IX Compliance Office (heather.higginsdocht@ndsu.edu).

To check your unit's **compliance training requirements**, contact Heather Higgins-Dochtermann (heather.higginsdocht@ndsu.edu) or visit <https://apps.ndsu.edu/tracktraining/>.

- Employees are also encouraged to complete optional Community of Respect, Safe Zone Ally, Gender Equity Ally, Upstander, Anti-Racism, Sexual Assault Response** trainings:

Community of Respect. Designed to teach participants about cultural differences and to encourage them to think critically about the impact of their cultural values in their relationships with others. The curriculum is organized into four separate modules with distinct learning outcomes outlined in each. Contact Angela Fowler (angela.fowler@ndsu.edu) or visit https://www.ndsu.edu/equity/prevention_education/.

Safe Zone. Designed to educate people about sexual orientation and gender identity/expression issues; create a visible network of allies to support the NDSU lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) community; and provide accurate information about sexual orientation and gender identity/expression diversity, issues, and resources within the community. The curriculum is organized into three separate modules. Contact Angela Fowler (angela.fowler@ndsu.edu) or visit https://www.ndsu.edu/equity/prevention_education/.

Upstander Training. Designed to equip participants with basic techniques to safely assist those facing potentially harmful and dangerous situations. This training may be requested for classes and student groups. Contact Alison Bertolini (alison.bertolini@ndsu.edu).

Gender Equity Ally Training. Training designed to improve gender equity through the direct and proactive engagement of male faculty. These male allies serve as change agents, committing to be active and vocal proponents of gender diversity and equity specifically in terms of increasing the number of women faculty, encouraging the hiring and promotion of women faculty in administrative positions, and ensuring the fair and equitable treatment of women within their units. Contact Angela Fowler (angela.fowler@ndsu.edu).

White Anti-Racism and Action Self-Study Course. This course is designed for faculty and staff who are ready to begin the lifelong process of unlearning racism and taking anti-racist actions. The effectiveness of this experience rests on your commitment to deep self-reflection, unlearning what you think you know, getting comfortable with being uncomfortable, and taking action. For access to this course contact Julie Nash (julie.nash@ndsu.edu).

Sexual Assault Response Workshop. Designed to provide step by step information about how to talk with an individual who has experienced sexual violence, how to submit a mandatory report form following a disclosure, and the institutional response following a report. If you would like to host a Sexual Assault Response Education training for your organization or department please fill out the request for [here](#). Check out more information about the training [here](#) or email Megan Talcott, Sexual Assault Prevention and Advocacy Coordinator (megan.talcott@ndsu.edu).

- Equal Opportunity/Title IX Resources.** NDSU Equal Opportunity and Title IX Compliance Office serves, in part, as a centralized resource for matters related to equal opportunity, Title IX, and non-discrimination at NDSU. As a part of its responsibility to promote equity, safety, and non-discrimination, this office reviews and revises policies and procedures; provides training; receives, investigates, and addresses discrimination, harassment, retaliation, and sexual misconduct complaints and bias reports; and offers support regarding equal opportunity and nondiscrimination.

Sexual and Gender-Based Harassment and Sexual Misconduct **Resource Guide** and **Quick Reference for On-Campus Contacts.** These resources for students, faculty, and staff were created by the **Equal Opportunity and Title IX Compliance Office**, Dean of Students Office, Residence Life, Student Health Service, and University Police. The Guide provides information on how to assist someone who has experienced sexual misconduct; campus resources; recognizing and addressing abuse and violence; safety and bystander intervention; and complaint resolution process. To view these resources see: https://www.ndsu.edu/equity/resources/sexual_and_gender_based_harassment_and_sexual_misconduct_resource_guide/. Printed copies

of the Resource Guide can be requested from the Equal Opportunity and Title IX Compliance Office.

Sexual Assault Prevention and Advocacy. The goal of NDSU Sexual Assault Prevention and Advocacy (SAPA) is to help students understand their rights as a student, the resources/options available on and off campus, and work towards a campus free from violence. Megan Talcott, SAPA Coordinator, is a confidential resource for students and can be contacted at megan.talcott@ndsu.edu or 701-231-5733.

Alternative Conflict Resolution. [Conflict resolution options](#) based in restorative justice practices are available through the Office of the Ombudsperson and the Dean of Students Office. These options are wholly voluntary, and focus on involving all affected parties in the repair of harm. Direct inquiries to Emily Frazier (emily.frazier@ndsu.edu).

- 10. Inclusive Excellence Initiatives.** The goal of NDSU Inclusive Excellence Initiatives is to design and implement accessible, equitable, and inclusive practices in teaching, advising, mentoring, and research; to retain and support a diverse faculty, staff, and student body; and to foster cross-campus partnerships and collaborations to support a welcoming environment for all. For various diversity, equity, and inclusion resources available on campus see <https://www.ndsu.edu/about/inclusion>.

Accessibility Committee. The Accessibility Committee monitors facilities, programs, and activities to assure the identification, prevention, and elimination of physical, digital, and/or programmatic barriers that interfere with student, staff, and faculty access to and benefit from University programs, facilities, and resources. Jason Blosser (Assistant VP for ITS, jason.blosser@ndsu.edu) and Mark Coppin (Director of Disability Services, mark.coppin@ndsu.edu) serve as co-chairs.

Including U. The goal of these sessions is to engage in conversations around some of the many identities and experiences of those who make up the NDSU family. This year's series include conversations on Exploring Cross-Cultural Communication, Indigenous Perspectives, Being LGBTQ+ on Campus, Veteran Perspectives on Campus, Different Like Me: Intersectionality, Different Abilities, Hidden Disabilities and Access, Black Lives on Campus, Women in Higher Ed, and International and New American Perspectives. If you have an interest in being part of these panels, or have an idea for a future topic please contact Julie Nash (julie.nash@ndsu.edu).

Equity at the Intersections. Speaker series highlighting the value of diversity and inclusive excellence by exploring the impact of intersectional identities. The mission of the program is to provide an educational opportunity for all on campus; inspire and continue conversations about the social impact of intersectional identities, power and privilege; offer actionable ideas for advancing/promoting diversity and inclusion; and to draw together resources to inspire partnerships for diversity. The speaker series is funded through the Sue Fergus Andrews Fund, an endowment gifted to NDSU.

NDSU Faculty Research Series on Engaged Citizenship and Inclusion. Designed to showcase the scholarly research of NDSU faculty who have published on matters of social responsibility, equality, inclusion, and/or open-minded, ethical decision-making and action as related to topics including race, gender, sexuality, ethnicity, class, ability, religion, or issues facing the LGBTQ+ community. Proposals are welcome from NDSU faculty about their published research. Submit ideas to Julie Nash (julie.nash@ndsu.edu).

NDSU ASPIRE Program. NDSU is participating in the nationwide Aspire program to help faculty use inclusive teaching, research mentoring, advising, and leadership practices and to increase faculty diversity. For more information, go to <https://www.aspirealliance.org/>. Direct inquiries to Julie Nash (julie.nash@ndsu.edu).

National Center for Faculty Development & Diversity. NDSU is a member of National Center for Faculty Development & Diversity. To access development and mentoring resources, create a free account at <https://www.facultydiversity.org/join> and select NDSU. [This resource is open to faculty, staff, and graduate students.](#) Direct inquiries to Julie Nash (julie.nash@ndsu.edu).

Affinity Groups. NDSU supports affinity groups on campus focused on building a shared community amongst individuals with similar personal or professional interests. For more information on how to form or get support for an affinity group, contact Julie Nash (julie.nash@ndsu.edu) or visit (https://www.ndsu.edu/facultyaffairs/inclusion/affinity_groups/).

Collaborative Support. The Faculty Affairs office has also been working to help coordinate efforts on campus with units supporting LGBTQ+ and Native American students, faculty and staff. Both groups meet via Zoom monthly and work to share information and collaborate on events and initiatives in an effort to provide a broader support network for both recruitment and retention. An additional goal with the Native American Collaboration (referred to as the

Tribal Student Engagement & Community (TSEC), came out of the New Beginnings grant) is to work together on strengthening our ties with the other land-grant institutions in our state, our Tribal Colleges and Universities. If interested in participating in these collaborations, contact Julie Nash (julie.nash@ndsu.edu).

Work-Life Satisfaction Policies and Resources. NDSU promotes and supports work/life satisfaction with a variety of policies and services. These policies and services are designed to address personal and family needs and circumstances, as well as professional development and academic needs, and they reflect NDSU's recognition of changing family structures and needs. Select policies, benefits and resources are briefly described in the recently updated work-life satisfaction brochure https://www.ndsu.edu/fileadmin/facultyaffairs/New_Faculty/NDSU_WorkLifeBalance.pdf.

Most recently the **"Childbearing Leave"** and **"Modified Duties"** sections of [Policy 320 were enhanced](#) through the efforts of Commission on the Status of Women Faculty. Updates included clarifying language to improve sick leave policy clarity, adding language to include 12-month faculty eligibility for childbearing leave, allowing modified duties during childbearing leave for faculty, and additional life events were added to eligibility as well as additional clarifying language to improve transparency in the process.

Most recently the **"Childbearing Leave"** and **"Modified Duties"** sections of [Policy 320 were enhanced](#) through the efforts of Commission on the Status of Women Faculty. Updates include clarifying sick leave for faculty; including 12-month faculty within childbearing leave; automatically granting faculty modified duties during childbearing leave; adding additional life events to modified duties; and improving

[transparency in the modified duties process.](#)

Policy 134.1 on **workplace and family/dependent responsibilities** has also been [updated](#) to give more agency to employees in determining whether and when they might acceptably bring children into the workplace.

11. **Climate/Work-life Survey.** Thank you to everyone who participated in the Fall 2021 Climate/Work Life survey. The Office of Institutional Research and Analysis (OIRA) has released results of the survey. Community forums will be offered to review and reflect on the results of the survey to determine and discuss priorities for enhancing NDSU's learning, living, and working environment. Results of the survey can be found at https://www.ndsu.edu/oira/institutional_reports/campus_climate_survey/. Units are encouraged to review the data and create action plans for supporting or improving climate in their units. If interested in additional information or a presentation on the results, please reach out to Director of OIRA, Emily Berg (emily.a.berg@ndsu.edu).
12. **Equal opportunity in announcement of ALL positions and search training requirements.** Announcement of positions is an important part of employee recruitment and advancement at NDSU. Per [NDSU Policy 103](#), an announcement is required for all titled or compensated appointments as well those that are interim and/or part time. **This means that graduate coordinator, program director, assistant chair, interim chair, and similar part-time or interim faculty, administrator and staff positions minimally require announcement on an internal or local basis and a recruiting period (of at least ten working days for academic staff and executive/administrative positions). For all academic staff and executive/administrative positions, prior to posting, the search committee chair must have received the in-person search training** within the last three years provided through the Office of the Provost/Faculty Affairs. All search committee members are strongly encouraged to complete search training. Direct inquiries to Angela Fowler (angela.fowler@ndsu.edu) or visit <https://www.ndsu.edu/facultyaffairs/recruitment/>. See below for information on the search committee training.

Searching for Excellence: Search Training for search committees. Training required within three years of any academic search for all for search committee chairs. This training explains how stereotypes, implicit associations, unconscious bias, and cultural differences can affect a search and how to avoid letting these influence decisions made during the search process. Contact Angela Fowler (angela.fowler@ndsu.edu).
13. **Affirmative Action Program.** The [Equal Opportunity and Title IX Compliance Office](#) is responsible for maintaining an Affirmative Action Program (AAP) for the campus. This plan includes information on job group analysis, identification of employee recruitment and advancement problem areas, and placement goals. For more information about AAP or to schedule a viewing of the plan, please contact the [Equal Opportunity and Title IX Compliance Office](#) at 701-231-7708 or ndsu.eoaa@ndsu.edu.
14. **National Science Foundation (NSF) harassment reporting requirements. NDSU is required to notify NSF if any funded researcher** has been investigated for sexual or other forms of harassment and **found to have violated** related policies of NDSU. If an individual was placed on administrative leave or other action was taken through a complaint process, NSF is also to be notified. **This notification requirement applies to new NSF awards and funding amendments to existing awards since October 21, 2018.** Full term and conditions can be viewed at [Federal Register Notice](#). A fact sheet from NSF is at https://nsf.gov/news/news_summ.jsp?cntn_id=296671. NSF encourages anyone with a harassment complaint involving an NSF-funded researcher to report the incident to their home institution and visit [NSF's sexual harassment webpage](#). Individuals can also submit harassment complaints directly to the NSF Office of Diversity and Inclusion at programcomplaints@nsf.gov.
15. **President's Council for Diversity, Inclusion, and Respect.** This year Phil Hunt is replacing Greg Lardy as co-chair with Canan Bilen-Green of the Council. The Council also changed membership to assure broad participation from divisions and units on campus and is composed of faculty, staff, and students. The Council advises and guides institutional efforts to create a welcoming and inclusive environment for all students, staff, and faculty. Dr. Canan Bilen-Green (canan.bilen.green@ndsu.edu) and Philip Hunt (Philip.hunt@ndsu.edu) serve as co-chairs. For more information on the work of the Council, please visit: <https://www.ndsu.edu/inclusioncouncil/>.
16. **Reflection Spaces.** Early in Fall 2022 it was announced that NDSU now has several designated reflection spaces on campus. These spaces are intended for reflection, meditation, prayer, or quiet disengagement for all members of our campus community. Please visit https://www.ndsu.edu/equity/resources/reflection_spaces/ for more information.
17. **Diversity Statement.** Developed by the President's Council for Diversity, Inclusion and Respect, departments and units listing open positions are encouraged to use the position announcement diversity statement to demonstrate to applicants our commitment to building a diverse faculty and staff and that we are committed to an inclusive and respectful workplace. https://www.ndsu.edu/facultyaffairs/recruitment/diversity_statement/
18. **Land Acknowledgement Statement.** Employees are reminded that NDSU has adopted a land acknowledgment statement to show respect and recognition to the Indigenous People of our community and to acknowledge that our institution rests on traditional indigenous land. You are encouraged to use the statement at gatherings, events or ceremonies hosted by NDSU or on printed materials including syllabi. https://www.ndsu.edu/inclusioncouncil/native_american_initiatives/
19. **New Beginnings Tribal Initiatives.** The overarching goal of the New Beginnings projects is to increase recruitment, enrollment, retention, and graduation rates of Tribal students, including Tribal learners with disabilities by creating an inclusive, welcoming, educated, and responsive campus community; developing institutional support systems for Tribal student retention and graduation; and building meaningful, sustained relationships with local Indian Education Programs and regional Tribal Colleges and Universities. NDSU has just received its third award through the USDA-NIFA New Beginnings program. The most recent award allows us to partner with United Tribes Technical College to develop and document a model for designing meaningful relationships between Tribal College and Universities (TCUs) and land-grant universities. In total, the three grants, including supplemental funding, put the total awards at \$1,179,720. Almost all of the funds are used for student scholarships, graduate student assistantships, and staff positions, including the Tribal Initiatives Coordinator position, to support Native American students. Two faculty fellows, Drs. **Suzanne Kelley**, ND Press, **Cailean O'Shea** and **Brooke Thiel**, School of Education, have been selected to implement and support program activities.
20. **Personnel Changes.** Please join me in welcoming Nancy Boyle, Kaelen Napoleon, Jessica Anderson, and Vanessa Rabitaille-Kinney. **Nancy Boyle** was hired in February 2022 as the **Equal Opportunity Specialist** in the Equal Opportunity and Title IX Compliance Office; **Kaelen Napoleon** was hired in April 2022 as **Diversity and Inclusion Coordinator** and **Vanessa Rabitaille-Kinney** was hired in November 2022 as **Tribal Initiatives Coordinator** in the Office of Multicultural Programs; and **Jessica Anderson** was hired in July 2022 as **Disability Specialist** in the Office of Disability Services.
21. **ADVANCE Fellows for Faculty Equity.** Drs. **Melissa Vosen Callens**, Communication, **Erin Gillam**, Biological Sciences, and **Lisa Arnold**, English have accepted fellow positions to work with two interrelated NSF ADVANCE sponsored faculty equity projects. They will lead and support workload equity, climate, and mentoring initiatives for faculty including those with disabilities, caregiving responsibilities,

and faculty of color. ADVANCE Fellows will collaborate with other faculty fellows **Alan Denton**, Physics, and **Jess Jung**, Theater, on leadership development programs and equity related policies.

22. LGBTQ Programs Fellow. Dr. **Christopher M. Whitsel**, Sociology and Anthropology, has accepted a fellow position to support LGBTQ+ programs and students. He will work with the Office of Multicultural Programs, other offices, faculty and staff to build LGBTQ+ student support systems, and support retention, campus programming, scholarships, and fundraising efforts.

Please contact me if you have any questions, comments, or concerns related to any of the items listed above. Thank you for contributing to the success and well-being of everyone on our campus.

Sincerely,

Dr. Canan Bilen-Green
Vice Provost

NDSU's Equal Opportunity, Discrimination, Harassment, Retaliation, and Sexual Misconduct Policies:

100 - Equal Opportunity and Non-Discrimination

100.1 - Non-Discrimination on the Basis of Disabilities and Reasonable Accommodation

100.2 - Use of Service and Assistance Animals

103 - Equal Opportunity/Affirmative Action Policy on the Announcement of Position Openings

134.1 - Workplace and Family/Dependent Responsibilities

134.2 - Lactation Policy

151 - Code of Conduct

156 - Discrimination, Harassment, and Retaliation Complaint Procedures

156.1 – Title IX Complaint Procedures

162 - Sexual and Gender-Based Harassment and Sexual Misconduct

162.1 - Consensual Relationships

168 - Reasonable Accommodation on the Basis of Disability - Guidelines for Employee Requests

601 - Code of Student Conduct

606 - Guidelines for Student Requests for Reasonable Accommodation

606.1 - Course Substitution

606.2 - Confidentiality of Documentation

606.3 - Reduced Course Load

Dr. Canan Bilen-Green 

Vice Provost | Faculty Affairs and Equity

Professor, Title IX/ADA Coordinator

NORTH DAKOTA STATE UNIVERSITY, Old Main 103/201

o: 701.231.7040 | c:701.799.3658 | canan.bilen.green@ndsu.edu

Scheduling questions: Ann.Fredrickson@ndsu.edu, 701.231.8453

Calendly scheduling: <https://calendly.com/cananbilengreen>

Zoom instant meeting space: <https://ndsu.zoom.us/j/9190568776>

Pronouns: she, her, hers

We collectively acknowledge that we gather at NDSU, a land grant institution, on the traditional lands of the Oceti Sakowin (Dakota, Lakota, Nakoda) and Anishinaabe Peoples in addition to many diverse Indigenous Peoples still connected to these lands. We honor with gratitude Mother Earth and the Indigenous Peoples who have walked with her throughout generations. We will continue to learn how to live in unity with Mother Earth and build strong, mutually beneficial, trusting relationships with Indigenous Peoples of our region.

"This message is posted as an informational service to the campus community. If you are not interested, please delete. You are asked to refrain from responding with your personal views to the individual who provided the information."