



POLICY & PROCEDURE MANUAL

North Dakota State College of Science

Equal Opportunity Policy and Non Discrimination Statement

Source: NDSCS President

Applies to: All Employees

Purpose: NDSCS is committed to providing equal opportunity. To fulfill this commitment, NDSCS has established this policy.

Policy

Non Discrimination Statement

North Dakota State College of Science does not discriminate on the basis of age, color, gender identity/expression, genetic information, marital status, national or ethnic origin, mental or physical disability, public assistance status, race, religion, sex, sexual orientation, familial or parental status, status as a U.S. veteran/service member, or participation in lawful activity off the employer's premises during nonworking hours which is not in direct conflict with the essential business related interests of the employer. This non-discrimination statement applies to all phases of NDSCS's employment process, admissions, financial aid programs, and all other aspects of its educational programs and activities. Furthermore, this non-discrimination statement applies to sexual harassment and sexual violence (forms of sexual discrimination) if such conduct has a negative effect on an individual's educational or work environment, regardless if such conduct occurs on or off campus.

Equal Opportunity Policy

The North Dakota State College of Science is an equal opportunity employer and equal opportunity educator. NDSCS is fully committed to equal opportunity in employment decisions and educational programs and activities. All practices are in compliance with all applicable federal and state laws, for all individuals without regard to age, color, gender identity/expression, genetic information, marital status, national or ethnic origin, physical and mental ability status, public assistance status, race, religion, sex, sexual orientation, familial or parental status, status as a U.S. veteran/service member, or participation in lawful activity off the employer's premises during nonworking hours which is not in direct conflict with the essential business-related interests of the employer.

Inquiries regarding non-discrimination policies at NDSCS should be directed to:

Executive Director of Human Resources
Haverty Hall 136
North Dakota State College of Science
800 Sixth St. North Wahpeton, ND 58076-0002
Phone: 701-2904

Reference: SHBE Policy Manual, Section 603.2

N.D.C.C. Sections 14-02.4-03, 15-10-17, 4, 34-11.1-04.1 and 44-04-09

Where to Obtain Additional Information

You may speak to your supervisor, call the Human Resources Office at 701-671-2903, or email HR at ndscs.hr@ndscs.edu.

Approved by:

A handwritten signature in blue ink, appearing to be "J. P. [unclear]", is written over a horizontal line. Below the line, the text "President's Signature" is printed.

President's Signature

3-16-16
Date