## North Dakota State University

## **Policy Manual**

## SECTION 100 EQUAL OPPORTUNITY AND NON-DISCRIMINATION

SOURCE: NDSU President

SBHE Policy 603.1 SBHE Policy 603.2

North Dakota State University (NDSU) is fully committed to equal opportunity in its employment decisions and educational programs and activities, in compliance with all applicable federal and state laws and regulations and in furtherance of appropriate affirmative action efforts. NDSU prohibits discrimination and harassment against any individual on the basis of age, color, gender expression/identity, genetic information, marital status, national origin, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, status as a U.S. veteran, 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.

Additionally, discrimination against an employee or applicant for employment, with respect to working conditions, work place assignment, or other privileges of employment, merely because the employee's or applicant's spouse is also an employee, is prohibited. Employment in a department or institution headed or supervised by the employee's or applicant's spouse is permitted only if the spouse does not have the power to hire or fire or make evaluations of performance of the employee or applicant.

NDSU prohibits retaliation against any individual in response to filing a complaint, reporting discrimination and/or harassment, or participating in an investigation.

Violations of this policy will be addressed through <u>Policy 156: Discrimination</u>, <u>Harassment, and Retaliation</u> <u>Complaint Procedures</u> or <u>Policy 156.1: Title IX Complaint Procedures</u>.

The following two statements 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:

This publication is available in alternate format upon request. Please contact the owner of the publication (provide owner phone number).

HISTORY:

May 1972 New Amended April 2, 1991 Amended April 1992 August 1993 Amended Amended August 1999 February 2005 Amended December 2007 Amended June 12 2009 Amended Amended July 8, 2009 Housekeeping September 2009 Amended June 1, 2011 Housekeeping June 22, 2011 July 23, 2014 Housekeeping October 19, 2015 Amended October 22, 2015 Housekeeping Amended April 25, 2016 Housekeeping December 4, 2018 November 25, 2019 Amended Housekeeping December 6, 2019 November 30, 2021 Amended December 19, 2024 Amended