

Equal Opportunity Policy

Policy 100: NDSU is fully committed to equal opportunity in employment decisions and educational programs and activities, in compliance with all applicable federal and state laws and including appropriate affirmative action efforts, for all individuals without regard to:

- age
- color
- disability
- gender expression/identity
- genetic information
- marital status
- national origin
- public assistance status
- race
- religion
- sex
- sexual orientation
- status as a U.S. veteran

This policy is supported by federal and state laws and North Dakota University System policies that prohibit discrimination.

NDSU has established an equal opportunity grievance procedure for students or employees who feel they have been treated unfairly based on any of the descriptions listed above.

For more information or to file a grievance, contact:
Vice President for Equity, Diversity and Global Outreach,
Title IX Coordinator, ADA/504 Coordinator
Old Main 205, Fargo, ND, 701-231-7708
www.ndsu.edu/diversity/equity

Submit a report of hate, bias and harassment: www.ndsu.edu/biasreport

You also may contact one of these federal enforcement agency regional offices:

State	Federal	Equal Employment Opportunity Commission (EEOC)
N.D. Department of Labor Human Rights Division 600 East Boulevard Ave., Dept 406 Bismarck, ND 58505-0340 Phone: 701-328-2660 In-state toll-free: 1-800-582-8032 Web: www.nd.gov/labor/human-rights	U.S. Department of Education Regional Office, Federal Bldg. 1244 Speer Boulevard, Suite 615 Denver, CO 80204-3582 Phone: 303-844-3544 Fax: 303-844-2524 Web: www.ed.gov/ocr	Chicago District EEOC Office 500 West Madison St., Suite 2000 Chicago, IL 60661 Phone: 1-800-669-4000 FAX: 312-869-8220 Web: www.eeoc.gov/field/chicago

NDSU EQUITY, DIVERSITY
AND GLOBAL OUTREACH

North Dakota State University does not discriminate on the basis of age, color, disability, gender expression/identity, genetic information, marital status, national origin, public assistance status, race, religion, sex, sexual orientation or status as a U.S. veteran. Direct inquiries to the Vice President for Equity, Diversity and Global Outreach, 205 Old Main, (701) 231-7708.

Sexual Harassment Policy

As part of its commitment to equal opportunity, NDSU prohibits sexual harassment of its employees and students, including student-to-student and other peer sexual harassment.

Sexual harassment may be either verbal or physical and may include:

- Verbal harassment or abuse
- Subtle pressure for sexual activity
- Sexist remarks about a person's clothing, body or sexual activities
- Unnecessary touching, patting or pinching
- Leering or ogling at a person's body
- Demanding sexual favors accompanied by implicit or explicit threats concerning one's employment or academic standing and progress
- Physical assault

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Complete university policy on sexual harassment:
www.ndsu.edu/sexualharassmentpolicy. University policy and procedures related to sexual harassment are in compliance with federal and state law.

NDSU's sexual assault prevention programs and resources: www.ndsu.edu/student_life/departments_and_programs/sexual_assault_prevention.

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