



POLICY & PROCEDURE MANUAL

North Dakota State College of Science

Equal Opportunity Policy and Non-Discrimination Statement

Source: NDSCS President

Applies to: All Employees and Students

Purpose: NDSCS is committed to providing equal opportunity and a learning/working environment free from discrimination. To fulfill this commitment, NDSCS has established this policy.

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 interest of the employer.

Non Discrimination Statement

North Dakota State of 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 nondiscrimination 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.

Inquiries/questions regarding nondiscrimination 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: 701-671-2904

For Title IX inquiries/questions, contact:

Jane Vangsness Frisch
Vice President for Student Affairs/Title IX Coordinator
Old Main 340D
North Dakota State College of Science
800 Sixth St. North
Wahpeton, ND 58076-0002
Phone: 701-671-2627
Email: jane.vangsness@ndscs.edu

U.S. Department of Education
Office for Civil Rights
Chicago Office (Local OCR office for North Dakota)
U.S. Department of Education
John C. Kluczynski Federal Building
230 S. Dearborn Street, 37th Floor
Chicago, IL 60604

Telephone: 312-730-1560
FAX: 312-730-1576; TDD: 800-877-8339
Email: OCR.Chicago@ed.gov
Website: <http://www.ed.gov/ocr/>

For Section 504/ADA questions/inquiries, contact:

Student Accessibility Coordinator
Old Main 230A
Phone: 701-671-2623
Email: ndscs.accessibility@ndscs.edu

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

Students: Contact the Student Advocate at 701-671-3000 (e-mail: ndscs.studentadvocate@ndscs.edu) or the Vice President for Student Affairs/Title IX Coordinator at 701-671-2627 (email: Jane.Vangsness@ndscs.edu)
Employees: Contact your supervisor and/or call the Human Resources office at 701-671-2903 (e-mail: ndscs.hr@ndscs.edu)

Approved by:



John Richman, Ph.D.



Date