



POLICY & PROCEDURE MANUAL North Dakota State College of Science

Diversity Statement and Code of Behavior Policy

Source: NDSCS President

Applies to: All Employees

Purpose: To define the NDSCS Diversity Statement and Code of Behavior

Policy

General

The campus community consists of students, faculty, staff and administrators. It is our belief that all community members have a responsibility, individually and collectively, to create a positive living environment that is respectful, supportive and inclusive of all people. All community members must share in the commitment to provide equal opportunity for all individuals regardless of, and including but not limited to age, race, national origin, mental or physical ability, physical appearance, gender, sexual orientation, disabilities, religious affiliation, and economic or perceived social status.

North Dakota State College of Science is committed to:

- **Providing** a respectful and supportive environment that allows students and employees the opportunity to ask questions and express their concerns.
- **Respecting** people from various ethnic cultures and socio-economic backgrounds regardless of, and including but not limited to age, race, national origin, mental or physical ability, physical appearance, gender, sexual orientation, disabilities, religious affiliation, and economic or perceived social status.
- **Developing** teaching and learning opportunities necessary to promote cultural appreciation.
- **Developing** effective communications skills including the interpretation of cultural verbal and non-verbal communication patterns.
- **Accommodating** the needs of people from various ethnic cultures and socioeconomic backgrounds regardless of, and including but not limited to age, race, national origin, mental or physical ability, physical appearance, gender, sexual orientation, disabilities, religious affiliation, and economic or perceived social status.

North Dakota State College of Science will hold students and staff who commit acts of intolerance accountable and responsible for their actions.

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:



President's Signature

6-11-15
Date