

## **Non-Discrimination Statement**

### **Purpose**

As a Benedictine learning community, the University of Mary strives to welcome all with hospitality and respect in recognition of each person's God-given dignity. Consistent with such philosophy and in accordance with all applicable laws, the university has adapted the following non-discrimination statement for use by all departments and programs. The official University of Mary non-discrimination statement shall be used, unaltered as it appears below and in its entirety. It shall have precedence over any previous non-discrimination statement.

### **Statement of the Policy**

The University of Mary does not discriminate on the basis of race, color, religion, sex, age, national origin, disability, marital status or public assistance, in accordance with applicable laws.

This Policy is intended to be consistent federal and state laws, including, but not limited to, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, Title IX of the Education Amendments of 1972, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, as amended, the Genetic Information Nondiscrimination Act of 2008, and the North Dakota Human Rights Act.

The university will not tolerate any discrimination, and any such conduct is prohibited. The university also prohibits any form of discipline or retaliation for reporting incidents of discrimination. The following persons have been designated to handle inquiries regarding the non-discrimination policy:

Director of Human Resources and Risk Management

Benedictine Center, Room 411

7500 University Drive

Bismarck, ND 58504 (701) 355-8245

or

Director of Student Life

Benedictine Center, Room 1501

7500 University Drive

Bismarck, ND 58504 (701) 355-8126

or

Assistant Vice President for Academic Affairs

Benedictine Center, Room 1206

7500 University Drive

Bismarck, ND 58504 (701) 355-8021

### **Approved**

December 2012 by the President of the University of Mary

Pending Executive Committee of the University of Mary's Board of Trustees approval