

NONDISCRIMINATION 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 adopted 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. It shall prevail in the context of any departmental agreement or contract with an outside entity.

Statement of 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. Sexual harassment, which includes acts of sexual violence, is a type of sex discrimination. The University will not tolerate any unlawful discrimination, and any such conduct is prohibited. The University also prohibits any form of discipline or retaliation for reporting incidents of discrimination. University employees commit to uphold and respect the Christian, Catholic, and Benedictine identity of the University.

Additional Information

This prohibition of discrimination includes, but is not limited to, the planning and administration of its admissions policies, educational programs, scholarships, loans, and other financial aid; athletic and other school-administered programs, services, and activities; or in employment. This policy is intended to be consistent with 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; the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990, as amended; the North Dakota Human Rights Act; and Title IX of the Education Amendments of 1972, which requires that the University not discriminate on the basis of sex in its education programs and activities. The following persons have been designated to receive inquiries regarding non-discrimination.

Director of Human Resources
Benedictine Center for Servant Leadership, Room L210
7500 University Drive
Bismarck, ND 58504
(701) 355-8245
conductgrievance@umary.edu

Director of Student Life
Benedictine Center for Servant Leadership, Room 1501
7500 University Drive
Bismarck, ND 58504
(701) 355-8126
stlife@umary.edu

Christi Schaeftbauer, Title IX Coordinator (as vice president supervising human resources)
Benedictine Center for Servant Leadership, Room L403,
7500 University Drive
Bismarck, ND 58504
(701) 355-3794
titleix@umary.edu

All employees are advised that they have obligations under [Title IX](#) and under the [Conduct Grievance Procedure](#), and that they are to familiarize themselves with the University's processes and assist any student who makes known to them an incident or circumstance about which they may wish to file a complaint.

Approved

June 2015 by the President of the University

August 2015 by the Board of Trustees (EC)

Revised 28 September 2020 by the President's Council

29 September 2020 by the President of the University

30 September 2020 by the Board of Trustees (EC)

Delivered 22 October 2020 to University Senate