

RESOURCES FOR ADDRESSING DISCRIMINATION, HARASSMENT, AND BIAS

WE ARE HERE FOR YOU

UND is committed to the principle of equal opportunity in academic pursuits, employment, and all other areas of our campus. UND does not tolerate discrimination on the basis of protected characteristics, including race, color, national origin, religion, sex, pregnancy, parenting status, age disability, sexual orientation, gender identity, genetic information, creed, marital status, veteran's status, political belief or affiliation or any other status protected by law.

UND's equal opportunity team is here to receive, respond to, and address all reports of discrimination and harassment. Our equal opportunity team will work to address the various effects of discrimination and harassment and actively strive to prevent its recurrence in the UND community.

We do this by **responding** to individual incidents, **supporting** those who have been affected directly or indirectly, and **educating** community members on how to create a safe and supportive campus.

DISCRIMINATION, HARASSMENT, AND BIAS

Discrimination is treating a person less favorably because of their actual or perceived protected characteristic(s). UND policy prohibits discrimination that limits an individual's ability to participate in, or benefit from, the services, activities, or privileges provided by UND, including employment or education.

Harassment is verbal or physical behavior that is directed at a person because of their actual or perceived protected characteristics. The conduct violates UND policy when it is sufficiently severe, pervasive, or persistent to limit the person's ability to participate in or benefit from university-sponsored programs or activities, including employment and academics.

Bias-motivated incidents include actions that discriminate against, ridicule, humiliate, or otherwise create an unwelcoming environment for an individual or group.

WHAT ARE MY OPTIONS?

You have a number of options, but each individual is different. We encourage you to contact the campus resources listed on the next page to learn about supportive measures and options for reporting or addressing discriminator or harassing behavior.

If you meet with the people in these offices, you can do any or all of the following:

- Just get information about possible next steps
- Request supportive measures
 - Supportive measures are available regardless of if you decide to file a complaint or participate in an investigation.
 - Supportive measures may include extensions of deadlines or other course-related adjustments, modifications of work or class schedules, referrals for counseling or other services, campus escort services, mutual no-contact directives, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures.
- Make a report and request non-adjudication options (i.e. education, counseling) to address behavior of concern
- Make a report and initiate a formal complaint, which can lead to conduct or other disciplinary processes.



WHERE CAN I GET HELP?

CAMPUS RESOURCES

Equal Opportunity & Title IX Office

701.777.4171
campus.UND.edu/title-ix

Community Standards & Accessibility for Students

701.777.2664
UND.edu/community-standards | UND.edu/accessibility-students

Office of Student Diversity & Inclusion

701.777.6985
UND.edu/student-life/diversity

University Police Department

701.777.3491
UND.edu/police

CONFIDENTIAL RESOURCES

University Counseling Center

UCC can provide confidential individual or group counseling for students.

701.777.2127
UND.edu/counseling-center

The Village Employee Assistance Program

The Village EAP provides confidential, short-term counseling services for employees.

1.800.627.8220
thevillagefamily.org

ON-LINE REPORTING

You may make an [anonymous crime report](#) to UPD.

You may make an [incident report](#) to the Equal Opportunity & Title IX Office (with or without using your name).

RETALIATION PROHIBITED

All UND members are protected from retaliation for reporting an incident, participating in the process, or refusing to participate in the process. No member of the University shall intimidate, threaten, coerce, or discriminate against any person because they participated in or choose not to participate in a protected activity like our complaint process.

Some examples of retaliation include but are not limited to: an unwarranted negative review, evaluation, or letter of recommendation; an unwarranted low grade; unfavorable working conditions without justification; unwarranted refusal of additional educational or employment opportunities; or threats to do these things.