

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of the University of North Dakota to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information or any other protected characteristic under applicable law. The University of North Dakota will ensure that all personnel actions, including but not limited to recruiting, hiring, training and promotion, are administered without regard to these protected characteristics. All employment decisions shall be based only on valid job requirements.

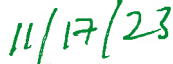
As a federal contractor, the University prepares an affirmative action program as required by federal law to provide equal employment opportunity for females, racial and ethnic minorities, protected veterans, and qualified individuals with disabilities. UND has implemented an audit and reporting system to measure the effectiveness of the program and maintain compliance with its contractor obligations.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

The Equity Compliance & Education Manager has been assigned to direct the establishment and monitor the implementation of personnel procedures to guide our affirmative action program.



Andrew P. Armacost, President
University of North Dakota



Date