

DISCRIMINATION AND HARASSMENT POLICY

Purpose

The University of Mary is an institution of higher education founded upon a mission and philosophy which is Christian, Catholic, and Benedictine. Thus, the University of Mary affirms the principle that its students, faculty, staff, and administrators have a right to be free from unjust discrimination and harassment.

This policy is intended to be consistent with university policy and 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.

Statement of Policy

Discrimination or harassment is strictly prohibited and will not be tolerated at the University. Harassment is protected. Any violation of this University of Mary policy should be promptly reported, as provided below.

Discrimination

Sexual Harassment

The Office of Civil Rights defines sexual harassment to mean conduct on the basis of sex that satisfies one or more of the following:

1. Quid pro quo wi

What to Do About Discrimination or Harassment

1. Any person who believes they have been subjected to discrimination or harassment should immediately inform the person engaging in the offensive conduct that the conduct is unwelcome and offensive and that it must stop.
2. Any person who believes he or she has been subjected to discrimination or harassment has the right to make a report or file a written complaint pursuant to the [Conduct Grievance Procedure](#). Any person who believes they have been subjected to discrimination on the basis of sex or to sexual harassment has the right to [make a report or file a formal complaint](#) under Title IX.
3. Any person other than the victim who observes discrimination or harassment has the right to [make a report or file a formal complaint](#) under Title IX.