



Policy: 02-80-00

Equal Opportunity and Non-Discrimination Policy

OFFICE OF RECORD: Business Office
ISSUED BY: Director of Human Resources
APPROVED BY: J. A. Tunheim, 02-80-00
EFFECTIVE DATE: 1/8/96

Policy

Dakota State University pledges itself to continue its commitment to the achievement of equal opportunity. DSU prohibits discrimination based on the arbitrary consideration of such characteristics as race, color, religion, creed, national origin, gender, age, marital status, sexual orientation, or disability, except to the extent allowed by law. Discrimination will not be tolerated in any aspect of the access to admission, or treatment of students in its programs and activities, or in the terms, conditions, or privileges of employment (including but not limited to recruitment, hiring, assignment, training, promotion, tenure, transfer, compensation or termination). Furthermore, University policy includes prohibitions of harassment of students and employees, including racial harassment, sexual harassment, and retaliation for filing complaints of discrimination.

The Board of Regents affirms its commitment to the objectives of equal opportunity and non-discrimination in accordance with state and federal law. Redress for alleged violations of those laws may be pursued at law or through the procedures established by the provisions of [BOR Policy 1:18](#).

Dakota State University is further committed to taking affirmative action to achieve equality of opportunity with regard to the disabled, minorities, women, and Vietnam-era veterans. The Director of Personnel holds primary responsibility for maintaining the Affirmative Action Plan, monitoring related university policies, and assisting individuals who have questions or problems related to discrimination.

The following policies and procedures are important elements in equal opportunity. The sources are also listed.

Sexual Harassment Policy: [DSU Policy 02-81-00](#), [BOR Policy 1:17](#)
Human Rights Complaint Procedures: [BOR Policy 1:18](#)
Discrimination Grievance Procedure: [DSU Faculty/Staff Handbook](#)
Academic Grievance Procedure: [DSU Catalog](#)
Faculty Grievance Procedure: [COHE Agreement](#), [BOR Policy 4:7](#)
Exempt Grievance Procedure: [BOR Policy 4:8](#)
CSA Grievance Procedure: [BOR Policy 4:9](#)
Americans With Disabilities Policy: [DSU Policy 01-02-00](#), [DSU Faculty/Staff Handbook](#)

Accountability: All members of the University community (faculty, staff, administrators and students) are responsible for maintaining a working and learning environment free from discrimination and harassment. This same responsibility extends to employees of third parties doing business with the University or on University premises and to campus visitors. It is the responsibility of each employee and student to become fully informed of the provisions of this policy and ensure individual compliance. Any supervisor, advisor, or other university member to whom discrimination is reported or who becomes aware of harassment by co-worker, subordinate, peer, or student is responsible for taking immediate steps to end the discriminatory practice and/or for reporting the harassment to administrators with authority to take action. All persons are charged with ensuring that they do not retaliate in any way against a person who files a discrimination complaint. Employees and students may be subject to disciplinary action for violation of any of the obligations set forth in this policy statement.

Complaints: Any person who feels that he or she has been subject to discrimination should report the incident immediately to the Director of Personnel. Inquiries and allegations may also be lodged with any university administrator or, in the case of students, with any faculty member. That person is responsible for forwarding the inquiry or allegation to the Director of Personnel for response and/or investigation according to BOR policy 1:18. If warranted, disciplinary action will be initiated under existing faculty, staff, or student disciplinary procedures. Confidentiality consistent with due process will be maintained.