Notice of Non-Discrimination and Non-Retaliation Policies

The University of North Dakota prohibits retaliation or discrimination against any individual who makes a complaint or participates in the investigation of a complaint of unlawful discrimination, harassment or other law or policy violation. This policy applies to all employees and students at the University of North Dakota. See UND's Discrimination and Harassment Policy, https://und.policystat.com/?lt=nEb9f5iPhIT42yü4MlKV8w&next=/policy/5305340/latest/ and Sexual and Gender-Based Misconduct Policy https://und.policystat.com/?lt=nEb9f5iPhIT42yü4MlKV8w&next=/policy/5147073/latest/.

An employee, a group of employees, a student, or a group of students, have the right to discuss with supervisors, faculty, or other appropriate officers any condition of employment or educational programs without fear of discrimination or retaliation.

Section 704(a) of the Civil Rights Act of 1964, as amended and section 4(d) of the Age Discrimination in Employment Act of 1967, as amended, provide:

It shall be an unlawful employment practice for an employer to discriminate against any employee or applicant for employment, for an employment agency to discriminate against an individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because (s)he has opposed an unlawful employment practice by this title or because (s)he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this title.

The North Dakota Human Rights Act also protects employees who have filed a complaint or participated in the investigation of a complaint from discrimination and retaliation. See N.D.C.C. § 14-02.4.

Employees are also protected from retaliation when they in good faith report a violation or suspected violation of federal, state or local law, ordinance, regulation or rule; are requested by a public body or official to participate in an investigation; or refuse an employer’s order to perform an action the employee believes to be unlawful. See § N.D.C.C. 34-01-20.

Students are equally protected from discrimination and retaliation in their educational programs under University policy. See UND’s Code of Student Life http://und.edu/code, and federal law.

I, the undersigned, have read and understand the above information.

__________________________  __________________________
Signature of Interviewee      Signature of Interviewer

__________________________  __________________________
Printed Name                  Printed Name

______________________________
Date