

# University Policies

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## Non-Discrimination Statement

Minot State University (MSU) does not engage in discrimination or harassment against any person because of race, color, religion or creed, sex, gender, gender identity, pregnancy, national or ethnic origin, disability, age, ancestry, marital status, sexual orientation, veteran status, political beliefs or affiliations, or information protected by the Genetic Information Nondiscrimination Act (GINA); and complies with all federal and state non-discrimination, equal opportunity and affirmative action laws, orders and regulations, including remaining compliant and consistent with the Civil Rights Act, the Americans with Disabilities Act, the Rehabilitation Act of 1973, and Title IX of the Education Amendments of 1972. This policy on non-discrimination applies to admissions, enrollment, scholarships, loan programs, participation in University activities, employment, and access to participation in, and treatment in all University programs and activities.

MSU prohibits retaliation against any individual or group who exercises its rights or responsibilities protected under the provisions of state law, federal law and/or MSU policy. Employees or students who violate this policy may face disciplinary action up to and including separation from the University. Third parties who commit discrimination or harassment may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

Questions, comments, or complaints regarding sexual discrimination or sexual harassment may be directed to the Title IX Office. All other forms of discrimination (e.g., racial) or harassment may be directed to the Vice President for Student Affairs or the Director of Human Resources, as appropriate. Complaints may also be filed with the U.S. Department of Education, Office for Civil Rights.

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Sara Abrahamson  
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The Office for Civil Rights/Chicago  
U.S. Department of Education, Citigroup Center  
500 W Madison Street, Suite 1475, Chicago, IL 60661  
Telephone: (312) 730-1560, FAX: (312) 730-1576,  
TDD: (800) 877-8339, email: OCR.Chicago@ed.gov, website: ed.gov/ocr (<https://ed.gov/ocr/>).

EEO and Non-Discrimination Policy ([https://www.minotstateu.edu/hr/\\_documents/policies/equal-opportunity-and-nondiscrimination.pdf](https://www.minotstateu.edu/hr/_documents/policies/equal-opportunity-and-nondiscrimination.pdf))  
Report an Incident (<https://www.minotstateu.edu/sa/report-a-concern.shtml/>)  
EEO is the Law ([https://www.minotstateu.edu/hr/\\_documents/policies/equal-opportunity-is-the-law.pdf](https://www.minotstateu.edu/hr/_documents/policies/equal-opportunity-is-the-law.pdf))