

## Non-Discrimination Policy Statement

As a Catholic institution, Marian University is rooted in respect for the inherent dignity of each person. The University fosters a campus community that is inclusive of persons of diverse backgrounds and faiths and does not tolerate discrimination in any form by any University employee or member of the student body. The following related policies and procedures reflect this commitment as well as the University's ongoing compliance with applicable federal and state laws and regulations. The University does not discriminate, or tolerate discrimination by any member of its community, against any individual on the basis of race, color, religion, creed, national origin, ancestry, sex, sexual orientation, marital status, age, disability, or any other factor prohibited by law in matters of admissions, employment, or services or in the educational programs or activities it operates.

Characteristics whether verbal, physical or visual, are a form of discrimination. This includes discriminatory conduct affecting tangible job or educational benefits, interfering unreasonably with an individual's academic or work performance, or creating what a reasonable person would perceive is an intimidating, hostile or offensive environment.

While the University is committed to the principles of free inquiry and free expression, discrimination, harassment, and retaliation identified in this policy are neither legally protected expression nor the proper exercise of academic freedom.

Examples of discrimination and harassment may include, but are not limited to:

- Refusing to hire or promote someone because of the person's protected status;
- Demoting or terminating someone because of the person's protected status;
- Jokes or epithets about another person's protected status;
- Teasing or practical jokes directed at a person based on his or her protected status;
- The display or circulation of written materials or pictures that degrade a person or group; and
- Verbal abuse or insults about, directed at, or made in the presence of an individual or group of individuals in a protected group.

The Marian University policy as well as federal and state laws and regulations prohibit unlawful discrimination and harassment. These laws include the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, and Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972. These laws prohibit discrimination and harassment, including sexual harassment and sexual violence.

Employee inquiries concerning the application of Section 503 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974 and Title I of the Americans with Disabilities Act of 1990 may be referred to the Compliance Officer, 45 South National Ave, Fond du Lac, WI 54935, or contacted by phone 920-923-8724.

Student inquiries concerning Section 504 of the Rehabilitation Act of 1973 and Title III of the

Americans with Disabilities Act of 1990 may be referred to Compliance Officer 45 So National Ave, Fond du Lac, WI 54935, or contacted by phone 920-923-8724-or email [compliance@marianuniversity.edu](mailto:compliance@marianuniversity.edu).

If you think that you have been subjected to sexual harassment, discrimination or sexual misconduct, please contact Title IX Coordinator, [title\\_ix@marianuniversity.edu](mailto:title_ix@marianuniversity.edu) or the Office for Civil Rights, U.S. Department of Education, 500 W. Madison St., Suite 1475, Chicago, IL 60661-4544, (312) 730-1560, [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov).