



Delaware State University Policy

Title: Non-discrimination	Board approval date: 4/8/04
Related Policies and Procedures: Sexual Harassment Policy, Affirmative Action Policy, Ethical Standards of Professional Behavior Policy, Discrimination Complaint Resolution Procedure	

The University prohibits discrimination against any person on the basis of race (skin color), sex (including pregnancy), national origin, religion, age (40 - 70), disability, marital status, or genetic information of otherwise qualified individuals and any other category protected by federal, State or local law. This nondiscrimination policy applies to and includes, but is not necessarily limited to, employment practices, educational programs, student admissions, and access to services. The University will abide by all applicable requirements of State and federal law prohibiting discrimination.

For purposes of this and all other policies, and consistent with applicable law, “discrimination” includes harassment of an individual on the basis of a protected classification.

All members of the University community are expected to abide by this non-discrimination policy and to abide by State and federal requirements. Those persons charged with a violation of this policy, if substantiated, may be subject to disciplinary action, including discharge, in addition to the penalties imposed under State and federal law.

The President of the University will implement this policy and notify administrators, professional staff and employees about the policy. The President will also establish procedures to investigate and to process complaints made under the policy. Such procedures will provide that in all cases, the University will attempt to respect the confidentiality of the complainant, the respondent and witnesses, to the extent possible consistent with the University’s legal obligations, the necessity to investigate allegations of misconduct and to take corrective action when discrimination has occurred, and with the due process rights of respondents.

The University also prohibits any person from engaging in retaliation against any person who exercises in good faith, his or her own rights under University policy or other law, to complain of alleged discrimination, or who participates in or assists others in any investigation charge or proceeding related to alleged discrimination. All students and employees are expected to cooperate in the investigation of complaints of discrimination. Making knowingly false statements in such a proceeding, or intentionally failing to disclose material information, whether as a complainant, a respondent or a witness, is serious misconduct that could subject the individual to disciplinary action.