

**Excerpted from the *Faculty Handbook*:**

**Policy on Discrimination**

Dominican University is firmly committed to being a community in which faculty, staff, and students operate with integrity and high ethical values based upon mutual trust, respect, and honest communication. It is therefore important that individuals consistently treat each other with both consideration and respect.

University policy prohibits discrimination based on race, color, religion, creed, gender, sexual orientation, marital status, age, national origin, ancestry, veteran's status, disability, medical condition, or any other basis that is protected by federal or state law. Some of the laws that govern these prohibitions include Title IX of the Education Amendments of 1972, Titles VI and VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, The Age Discrimination in Employment Act of 1967, the Americans With Disabilities Act, and the California Fair Employment and Housing Act.

Dominican's policy prohibiting discrimination applies to all individuals involved in University operations, applicants for admission or employment, and any persons doing business with or for the University.

The University has appointed the Director of Human Resources as the individual who serves as Dominican's Title IX/Affirmative Action Coordinator. In this role, he/she is the campus's primary resource on issues relating to perceived discrimination. Any member of the University community who would like advice or assistance in dealing with any incident or action that is perceived as discriminatory, should feel free to contact the Director in Bertrand Hall, 257-1365 (or University extension 1365).

The University has also put in place a set of grievance procedures that specify exactly what steps should be taken to resolve a problem of perceived discrimination. An individual who has a problem of this nature is first encouraged to try to deal with it on an informal basis; if this approach doesn't lead to a satisfactory resolution (or if the individual prefers to omit this step), a formal grievance may be filed.

No individual shall be penalized in any way for having reported or threatened to report discrimination, nor for cooperating or participating in an investigation of a complaint or hearing for discrimination.