

<b>ALASKA PACIFIC UNIVERSITY OFFICIAL POLICY</b>			
<b>Policy Title:</b>	Non-Discrimination Policy		
<b>CLASS:</b>	Board Approved <input type="checkbox"/>	Academic/Non-Academic University Policy <input checked="" type="checkbox"/>	
<b>Approvals:</b> <small>(not valid unless properly signed)</small>	_____ Chairperson, Board of Trustees      Date	 _____ President      Date	_____ 7/22/19 Date
	_____ President      Date	_____ Responsible Officer      Date	
<b>Effective Date:</b>	_____ Day      Month      Year		_____ Day      Month      Year
<b>File Under:</b>	General Administration <input checked="" type="checkbox"/>	Finance <input type="checkbox"/>	Risk Management <input type="checkbox"/>
	Human Resources <input type="checkbox"/>	Academic Affairs <input type="checkbox"/>	Student Affairs <input type="checkbox"/>
			Information Technology <input type="checkbox"/>

**Purpose**

Alaska Pacific University (APU) is committed to providing equal opportunity in employment, activities, and its academic programs. The University does not discriminate on the basis of race, color, religion, gender, ethnic or national origin, disability, age, marital status, veteran status, membership in uniformed services, gender identity, or sexual orientation in the administration of any of its education policies, admission policies, scholarship and loan programs, athletics, and other school-administered policies and programs, or in its employment related policies and practices.

**Scope**

This policy applies to all Faculty, Staff and Students at APU.

**Policy**

1. Discrimination of any kind is strictly prohibited by APU and will not be tolerated. Treating an employee or student differently in the terms or conditions of his or her employment or education on the basis on any protected status constitutes discrimination.
2. Retaliation against any individual for making a complaint of harassment or of any unlawful discrimination, or for assisting in the investigation of such a complaint, will not be tolerated.
3. APU is firmly committed to adhere to all federal and state discrimination laws such as:
  - 3.1. Title IX of the Education Amendments of 1972: which prohibits discrimination based on gender in educational programs
  - 3.2. Section 504 of the Rehabilitation Act of 1973
  - 3.3. Title VII of the Civil Rights Act of 1964
  - 3.4. Age Discrimination in Employment Act of 1967 (ADEA)

3.5. Age Discrimination Act of 1975

3.6. Americans with Disabilities Act (ADA) of 1990

**4. Definitions –**

4.1. **Unlawful discrimination:** is the unfair or unequal treatment of an individual or group based on certain characteristics that are specifically protected by law or the University. Specifically, at APU, discrimination is prohibited based on race; color; national or ethnic origin; age; religion; disability; sex; sexual orientation; gender; gender identity and expression; including a transgender identity; genetics; veteran status; or any other characteristic protected under applicable federal or state law. In addition, APU prohibits retaliation against a person or group for reporting about discrimination or for participating in the investigation of such a complaint.

4.2. **Title IX of the Education Amendments of 1972:** which prohibits discrimination based on gender in educational programs which receive federal financial assistance.

4.3. **Section 504 of the Rehabilitation Act of 1973:** No otherwise qualified individual with a disability shall be excluded from participation in programs or activities that are receiving Federal financial assistance.

4.4. **Title VII of the Civil Rights Act of 1964:** Outlaws discrimination based on race, color, religion, sex and national origin.

4.5. **Age Discrimination in Employment Act of 1967 (ADEA):** Prohibits age discrimination in employment.

4.6. **Age Discrimination Act of 1975:** Prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance.

4.7. **Americans with Disabilities Act (ADA) of 1990:** Is a civil rights law that prohibits discrimination based on disability.

**5. Related Policies, Procedures, Etc. – APU Anti-Harassment Policy**

**6. References and Historical Notes –**