

 <b>NIAGARA UNIVERSITY</b>	<b>SECTION</b>	<b>HR</b>
	<b>NUMBER</b>	<b>A11</b>
	<b>EFFECTIVE</b>	<b>11/22/09</b>
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<b>NON-DISCRIMINATION</b>	<b>PAGE</b>	<b>1</b>

**INTRODUCTION:**

The policy states that the University will not discriminate in any unlawful manner.

**SCOPE:**

Applies to all employees and applicants

**POLICY:**

The University affirms its commitment to equal opportunity and non-discrimination and recognizes its responsibility to provide for all employees an environment that is free of discrimination and harassment based on gender, sexual orientation, race, color, creed, national origin, age, marital status, predisposed genetic disorder, Vietnam Era or disabled veteran status, disability or other category protected by law. The University also does not tolerate any actual or attempted reprisals or retaliation against an employee who raises a sincere and valid concern regarding harassment or discrimination. All such discrimination, harassment, and/or retaliation is, therefore, strictly prohibited. This policy protects and covers the conduct of all employees, without regard to job title or status. Anyone engaging in the above-mentioned conduct is subject to disciplinary action up to and including termination.