

SUBPART 7-3
POLICY ON NON-DISCRIMINATION

Sec. 7-301. Policy on Non-Discrimination. Ferris State University is committed to the principle of equal opportunity in education and employment. It is the policy of the University to prohibit unlawful discrimination in connection with any aspect of educational programs or opportunities, services to the public, or employment, on the basis of race, color, religion or creed, national origin, sex, sexual orientation, gender identity, age, marital status, veteran or military status, height, weight, protected disability, genetic information, or any other characteristic prohibited by applicable State or federal laws or regulations.

This Policy on Non-Discrimination is designed to express the University's intent and commitment to comply with the requirements of State and federal non-discrimination laws. This Policy and all other policies and procedures of Ferris State University shall be interpreted and applied co-extensively with such laws. This Policy shall not be interpreted as creating any legally enforceable rights, contractual or otherwise, that are greater than those existing under applicable non-discrimination laws. Nothing contained in this Policy shall be construed as prohibiting the University from applying bona fide occupational qualifications.

Prior Board Action:

February 20, 2015.

May 8, 2015.

Sec. 7-302. Reporting Violations. Violations of this Subpart shall be reported to the Office of Equal Opportunity, Office of Human Resources, appropriate Vice President, Dean or supervisor, or other appropriate University officials.

Note:

This Policy on Non-Discrimination supersedes all prior statements regarding its subject matter. It may be modified only by formal action of the Board of Trustees.

Cross Reference:

Subpart 3-3. Admissions Policy.

Subpart 3-7. Academic Probation, Dismissal and Readmission after Academic Dismissal.

Sec. 4-202. Equality of Opportunity in Contracting.

Subpart 5-2. Student Community Standards – General.

Sec. 6-102. Equal Employment Opportunity.

Subpart 7-1. Equal Employment Opportunity Policy.

Subpart 7-2. Statement of Equal Opportunity in Education and Services to the Public.

Subpart 7-4. Education of Persons with Documented Disabilities.

Subpart 8-6. Sexual Assault Policy.

Subpart 8-7. Employee and Student Dignity.

Business Policy, *Sexual Assault Policy*

Business Policy, *Clery Act Compliance Policy*

Business Policy, *Campus Violence and Weapons Prohibition*

Student Affairs Policy, *Code of Student Community Standards*

Human Resources Policies and Procedures, *Employee Dignity/ Harassment/ Discrimination*

Human Resources Policies and Procedures, *Consensual Relationship*

Statutory References:

Americans with Disabilities Act of 1990, 42 USC 12101 *et seq.*

Elliot Larsen Civil Rights Act, MCLA 37.2101 *et seq.* 42 USC 1981 *et seq.*

Rehabilitation Act of 1973, 29 USC 701 *et seq.*

Genetic Information Nondiscrimination Act of 2008, 42 USC 2000ff *et seq.*

Civil Rights Act of 1964, 42 USC 2000 *et seq.*

Age Discrimination Act of 1975, 42 USC 6101 *et seq.*

Age Discrimination in Employment Act of 1967, 29 USC 621 *et seq.*

Executive Order 11246, as Amended

Executive Order 13672

U.S. Const., XIV Amend

Vietnam Veterans Readjustment Assistance Act of 1974, 38 USC 4212

Equal Pay Act of 1963, 29 USC 201 *et seq.*

Michigan Persons with Disabilities Civil Rights Act, MCL 37.1101 *et seq.*

Public Health Service Act, 42 USC 201 *et seq.*

Title IX, Higher Education Amendments of 1972, 20 USC 1681 *et seq.*

Uniformed Services Employment and Reemployment Rights Act, 38 USC 4301 *et seq.*

Prior Board Action:

February 22, 1997.

October 19, 2001.

Entire Subpart 7-3 included in October 19, 2001 Codification, Phase I.

Entire Subpart 7-3 included in October 22, 2004 Codification, Phase II.

May 8, 2015.