The University of Scranton

POLICY ON NONDISCRIMINATION

Notice of Nondiscrimination policy as to Students
The University of Scranton admits students without regard to their race, color, religion, national origin, ancestry, sex, sexual orientation or age to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. The University does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, sexual orientation or age in administration of its educational policies, admission policies, scholarship and loan programs and athletic and other school-administered programs. Otherwise qualified persons are not subject to discrimination on the basis of a disability.

If you believe you have been discriminated against because of race, color, religion, national origin, ancestry, sex, sexual orientation or age, or non-disqualifying disability, please contact the Office of Equity and Diversity.

Notice of Nondiscrimination policy as to Employees
The University of Scranton is committed to equal opportunity in employment and education without regard to race, color, religion, ancestry, sex, age, disability, national origin, veteran status, or non-disqualifying disability in accordance with applicable laws. It is also committed to creating an inclusive community which recognizes the inherent value and dignity of each person and promotes awareness of differences in race, gender, ethnicity, national origin, culture, sexual orientation, religion, age and disabilities among students, faculty, administrators and staff.

Further, The University of Scranton has zero tolerance for discrimination, harassment and retaliation which are defined as follows:

- **Discrimination**: unlawful difference of treatment based on race, color, religion, ancestry, sex, sexual orientation, age, disability, national origin, veteran status, or non-disqualifying disability
- **Harassment**: unwelcome conduct that is based on race, color, religion, ancestry, sex, sexual orientation, age, disability, national origin, veteran status, or disability and is sufficiently severe to deny or limit a person’s ability to participate in or benefit from University educational programs or employment services.
- **Retaliation**: adverse action including threats, intimidation, reprisals etc., related to employment or education which is taken against a person who reports an incident of discrimination or harassment or assists someone in reporting such incidents or participates in any manner in an investigation or resolution of a complaint.

If you believe you have been harassed, discriminated against or suffered reprisals based on the above definitions, please contact the Office of Equity and Diversity.

For an appointment, please email: diversity@scranton.edu or call 570 941 6645 also visit:

**Title VII - Nondiscrimination Law** and **University Discrimination/Harassment Complaint Form**