

# **NON-DISCRIMINATION STATEMENT**

## **IN EMPLOYMENT & EDUCATION OPPORTUNITY**

Minnesota State Colleges and Universities and Northland Community & Technical College is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity or gender expression. In addition, discrimination in employment based on membership or activity in a local commission as defined by law or familial status is prohibited.

Harassment of an individual or group on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression or familial status is prohibited. Sexual violence has no place in a learning or work environment. Further, the Minnesota State Colleges and Universities shall work to eliminate violence in all its forms. Physical contact by designated system, college, and university staff members may be appropriate if necessary to avoid physical harm to persons or property. Lack of English skills will not be a barrier to admissions and participation.

Northland Community & Technical College's and Minnesota State Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education and Procedure 1B.1.1, 1B.3 Sexual Violence Policy and Procedure 1B.3.1, and Minnesota State's Reasonable Accommodation in Employment Procedure can be found on the Northland Community & Technical College website at [www.northlandcollege.edu](http://www.northlandcollege.edu) or by contacting the Human Resources Office at (218) 683-8631.

This document is available in alternative formats to individuals with disabilities, consumers with hearing or speech disabilities may contact us via their preferred Telecommunications Relay Service.

All complaints/questions should be directed to:

### **EAST GRAND FORKS CAMPUS**

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### **THIEF RIVER FALLS CAMPUS**

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**A MEMBER OF MINNESOTA STATE**

Northland Community & Technical College is an affirmative action, equal opportunity employer and educator.

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