

Policy Manual

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II-3.1 Policy and Rationale

(Amended 9/14; 7/1/17; 5/12/22; 8/1/23; 7/1/25)

Effective **July 1, 2025**, and August 1, 2023, this policy has been revised. For the most current version without redlining, return to [II-3](#).

For related policies, see II-14 Anti-Harassment, II-4 Sexual Harassment and Sexual Misconduct, and II-11 Anti-Retaliation.

The university is committed to the principle of equal opportunity including access to facilities. Differences in treatment are prohibited when based on race, creed, color, religion, national origin, age, sex, pregnancy (including childbirth and related conditions), disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, ~~gender identity~~, or associational preferences. This principle must be observed in the internal policies and practices of the university; specifically in the admission, housing, and education of students; in policies governing programs of extracurricular life and activities; and in the university’s treatment of its applicants and its employees. Consistent with state and federal law, reasonable accommodations will be provided to persons with disabilities **and to employees with known limitations related to pregnancy, childbirth, or related medical conditions**, and to accommodate religious practices. The university shall work cooperatively with the community in furthering these principles.