

## Nondiscrimination Policy

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### **Purpose:**

The purpose of this Policy is to alert the Duquesne University COM's faculty, staff, students, and administrators to their obligation to comply with Duquesne University's non-discrimination policies set forth in TAP No. 30, "Equal Educational and Employment Opportunity and Human Relations in the Workplace and Classroom;" TAP No. 31, "Sexual Misconduct and Gender Discrimination;" and TAP 61 "Interim Policy on Title IX Sexual Harassment".

### **Scope:**

This Policy shall apply to Duquesne University COM faculty, staff, students, and administrators.

### **Responsibility:**

Duquesne University publishes non-discrimination policies in TAPs No. 30, 31, and 61. Such Policies are consistent with Duquesne University's requirements under applicable Federal law including Title VII and Title IX, and apply to all programs and activities of the University, including admission and employment practices. Such Policies are also consistent with Duquesne University's faith-based heritage. Duquesne University is an educational institution operated in affiliation with the Roman Catholic Church in the United States. Nothing in the Policies should be construed as a waiver either of the Constitutional or statutory rights that Duquesne University enjoys as a religiously-affiliated organization. In particular, Duquesne University reserves the right to specify as a qualification for employment the ability and willingness to support the values of Catholicism as set forth in the University's Mission Statement. The Policies shall remain effective until amended or terminated by the University.

### **Policy:**

#### **Non-Discrimination**

Duquesne University TAP No. [30](#), [31](#), and [61](#), as may be amended from time to time, are incorporated herein by reference. These policies provide that, among other things, the COM will not discriminate in the selection of administrative personnel, faculty and staff, and students based on race, color, gender, sex (including orientation or stereotypes), pregnancy, age, religion, national origin, ancestry, marital status, genetic history, Veteran status, disability, and/or any other category or characteristic otherwise protected by state or federal law ("Protected Classes").

Effective Date: 1/1/2021

Revised: 8/1/2023      Revision: 3