



MISERICORDIA
UNIVERSITY

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Policy Steward: *Pamela Parsnik: Director of
Human Resources & Title IX
Coord.*

Area: *Human Resource Mgmt*

Non-Discrimination Policy

It is the policy of Misericordia University that its administration of educational programs or activities, admissions, scholarship and loan programs, athletic or other University-administered programs, or employment decisions are based on merit, qualifications, and competence. In compliance with federal law, including the provisions of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1974, Sections 503 and 504 of the Rehabilitation Act of 1973, the American with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, Executive Order 11246, the Uniformed Services Employment and Reemployment Rights Act, as amended, and the Genetic Information Nondiscrimination Act of 2008, Misericordia University does not discriminate against individuals on the basis of race, color, gender, age, marital status, religion, national origin, disability, gender identity, sexual orientation, medical condition, veteran status, or any other characteristic protected by law. The University subscribes to the principles and laws of the federal government and the Commonwealth of Pennsylvania pertaining to civil rights and equal opportunity. This policy governs all aspects of employment, evaluation, promotion, assignment, dismissal, and other terms and conditions of employment. Moreover, this policy governs all aspects of student admissions. As an educational institution with an Affirmative Action program, the University complies with government regulations, including Affirmative Action responsibilities where they apply.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. To ensure compliance with Title IX and other federal and state civil rights laws, the University has developed policies and procedures that prohibit sexual misconduct in all of its forms. The University complies with Section 304, of the Violence Against Women Reauthorization Act of 2013 (VAWA).

Attachments

No Attachments