

# Non-Discrimination Policy

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 [universitypolicy.gmu.edu/policies/non-discrimination-policy/](https://universitypolicy.gmu.edu/policies/non-discrimination-policy/)

## University Policy Number 1201

### I. SCOPE

This policy applies to all George Mason University faculty, staff, students, university contractors, and visitors.

### II. POLICY STATEMENT

George Mason University is committed to providing equal opportunity and an educational and work environment free from any discrimination on the basis of race, color, religion, national origin, sex, disability, veteran status, sexual orientation, gender identity, age, marital status, pregnancy status or genetic information. George Mason University shall adhere to all applicable state and federal equal opportunity/affirmative action statutes and regulations.

The University is dedicated to ensuring access, fairness and equity for minorities, women, individuals with disabilities, and veterans (as covered by law) in its educational programs, related activities and employment. George Mason University shall thus maintain a continuing affirmative action program to identify and eliminate discriminatory practices in every phase of university operations.

Any employee who becomes aware of sexual harassment or other potentially discriminatory behavior must contact Compliance, Diversity, and Ethics.

Retaliation against an individual who has raised claims of illegal discrimination or has cooperated with an investigation of such claims is prohibited.

### III. RESPONSIBLE PARTIES

Compliance, Diversity, and Ethics is responsible for administering and monitoring George Mason University's equal opportunity/affirmative action policies and procedures.

### IV. COMPLIANCE

Inquiries about or complaints alleging violation of the University's equal opportunity/affirmative action policies should be directed to Compliance, Diversity, and Ethics. *Aquia Hall 373, MS 2C2, Fairfax, VA 22030. Phone (703) 993-8730.*

### V. MANDATORY TRAINING FOR NEW EMPLOYEES

The University is committed to an environment free of harassment and discrimination. Compliance, Diversity, and Ethics (CDE) provides discrimination prevention training as well as Title IX related training for all new employees.

All new employees must complete discrimination prevention training within the first 90 days of employment, which is part of the Human Resources new hire orientation. In lieu of attending the new hire orientation, new employees may attend “EO—A Fair Shake” training offered by CDE which meets this requirement.

Discrimination prevention training is mandatory for all new employees at the University (full-time and part-time faculty, full-time and part-time staff, and graduate assistants).

## **VI. EFFECTIVE DATE AND APPROVAL**

The policies herein are effective April 3, 2006. This Administrative Policy shall be reviewed and revised, if necessary, annually to become effective at the beginning of the University’s fiscal year, unless otherwise noted.

Approved:

  /S  \_\_\_\_\_  
Senior Vice President

  /S  \_\_\_\_\_  
Provost

Date approved: April 20, 2006

Date of most recent review: October 9, 2017

Revised: April 2, 2015

Revised: December 14, 2015

Revision Approved: October 9, 2017