

## *Policy on Nondiscrimination and Equal Opportunity*

Northeastern University is committed to providing a living, learning, and working environment free from discrimination and harassment. The university's Policy on Nondiscrimination and Equal Opportunity (<https://policies.northeastern.edu/policy107/>) prohibits discrimination and discriminatory harassment on the basis of protected characteristics including race, color, religion, religious creed, genetics, sex (including pregnancy or pregnancy-related condition, sex stereotypes, and sex characteristics), gender, gender identity, gender expression, sexual orientation, age, national origin, ancestry (including shared ancestry), ethnicity, veteran and military status, or disability status (or other characteristic protected under applicable law) in admission to, access to, treatment in, or employment in its programs and activities. Northeastern also prohibits sexual and gender-based harassment, as defined in the university's Policy on Sex and Gender-Based Harassment and Title IX (<https://policies.northeastern.edu/policy104/>). Additional resources about the university's nondiscrimination policies and its resolution procedures are available in the Office for University Equity and Compliance (<https://ouec.northeastern.edu/>).

The Policy on Nondiscrimination and Equal Opportunity (<https://policies.northeastern.edu/policy107/>) details Northeastern's processes for reporting and resolving reports of discrimination, discriminatory harassment, or retaliation. Students are encouraged to report information about conduct that may constitute discrimination, discriminatory harassment, or retaliation to the assistant vice president for university equity and compliance and Title IX coordinator from the OUEC through any of the methods outlined in the Policy on Nondiscrimination and Equal Opportunity (<https://policies.northeastern.edu/policy107/>). Representatives from the OUEC are responsible for responding to questions, concerns, and reports of discrimination, including sexual or gender-based harassment and/or misconduct. Depending on the circumstances, representatives assist students by advising, mediating, investigating, or referring students to an appropriate office or resource.

Inquiries concerning the application of nondiscrimination policies and laws may be referred to the university's assistant vice president for university equity and compliance and Title IX coordinator from the OUEC, to the appropriate government office, or both. Contact information for the OUEC, relevant state agencies, the U.S. Department of Education's Office for Civil Rights, and the U.S. Equal Employment Opportunity Commission can be found in the university's Policy on Nondiscrimination and Equal Opportunity (<https://policies.northeastern.edu/policy107/>).

Northeastern prohibits retaliation against any person who, in good faith, reports discrimination or harassment, cooperates in the investigation or resolution of a report of discrimination or harassment, or acts to oppose discriminatory practices. Please visit the university's Policy on Nondiscrimination and Equal Opportunity (<https://policies.northeastern.edu/policy107/>) for more information.