

SECTION IX.
COMPLIANCE WITH GUIDELINES ON DISCRIMINATION
BECAUSE OF RELIGION OR NATIONAL ORIGIN

It has been, and continues to be, the policy of the University not to discriminate against employees or applicants for employment because of religion or national origin and to take affirmative action to insure that applicants are employed and employees are treated without regard to their religion or national origin.

A. Implementing Procedures and Activities.

1. The University is committed to an on-going review of its employment practices to insure that members of various religious and/or ethnic groups are being given fair consideration for all job opportunities.
2. The University's obligation to provide equal employment opportunity without regard to religion or national origin is communicated to all employees.
3. Recruiting sources are informed of the University's commitment to equal employment opportunities without regard to religion or national origin.

B. Accommodations to Religious Observance and Practice. The University accommodates the religious observances and practices of employees or prospective employees up to the point where such accommodation would cause undue hardship to the employing unit and the University. In determining the extent of its obligation to accommodate, the University considers business necessity, financial costs and expenses, and any resulting personnel problems.

C. Nondiscrimination. The implementation of this policy shall not be accomplished in a manner that results in discrimination against any qualified employee or applicant for employment because of race, color, religion, sex, or national origin.