



**VI-I.00-POLICY ON NON-DISCRIMINATION AND EQUAL OPPORTUNITY
(Approved by the Board of Regents on October 19, 1989; Amended November 22,
2019)**

I. PURPOSE

This policy affirms the commitment of the University System of Maryland (USM) to diversity, equality of opportunity, human dignity and to fostering a learning and working environment that is grounded in respect, civility, and inclusion. These principles require that the treatment of USM students, faculty, staff, and applicants for admission or employment, be based on individual abilities and qualifications and be free from invidious discrimination in any form.*

II. PROHIBITION AGAINST DISCRIMINATION

All policies, programs, and activities of the USM are and shall be in conformity with all pertinent federal and State laws concerning non-discrimination on the basis of race, color, religion, age, national origin, sex, disability, sexual orientation, gender identity, gender expression, marital status, genetic information, veteran's status, and any other legally-protected characteristic.

This policy prohibits discrimination against students, faculty, staff, and applicants for admission or employment, on the basis of any legally-protected characteristic, in admissions, financial aid, educational services, housing, student programs and activities, recruitment, hiring, employment, appointment, promotion, tenure, demotion, transfer, layoff or termination, compensation, selection for training and professional development, and employee services. This policy prohibits harassment, including acts of violence, on the basis of any legally-protected characteristic, at USM institutions and in connection with USM programs and activities. This policy also prohibits retaliation against any student, faculty, staff, or applicant for admission or employment who asserts a claim of discrimination under this policy or one who participates in an investigation of a complaint of discrimination.

III. IMPLEMENTATION

The Presidents shall be responsible for ensuring compliance at their respective institutions with all State and federal laws regarding non-discrimination and hiring preferences. Each President shall designate an individual or office to which inquiries may be made regarding compliance with federal and State laws and USM policies, with respect to equal opportunity.

Replaces VI-I.00 - Policy on Affirmative Action and Equal Opportunity, VI-I.05 - Policy of Non-Discrimination on the Basis of Sexual Orientation and Gender Identity or Expression, and VI-I.10 - Policy on Acts of Violence and Extremism.

*These and other principles are also reflected in the USM Freedom of Speech and Expression Value Statement and Guidelines.