



UNIVERSITY POLICY ON DISCRIMINATION

Peace Multicultural University is committed to creating and maintaining a welcoming, equitable, and inclusive environment for all members of its community. Discrimination undermines the principles of fairness, respect, and academic freedom that are central to the university's mission. This policy outlines the university's stance on discrimination, provides definitions and examples, describes reporting and resolution processes, and highlights available resources to ensure all individuals are treated with dignity and respect.

Policy Scope

This policy applies to all students, faculty, staff, contractors, and visitors associated with Peace Multicultural University. It covers conduct that occurs:

1. During university courses.
 2. During university-sponsored activities or events, regardless of location.
 3. Incidents that affect the university environment or individuals within the university community.
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Definition of Discrimination

Discrimination refers to any unfair or unequal treatment of an individual or group based on legally protected characteristics, including but not limited to:

- Race, color, or ethnicity.
- National origin or citizenship status.
- Sex, gender identity, or sexual orientation.
- Religion or creed.
- Age.
- Disability or medical condition.
- Marital or family status.
- Genetic information.
- Veteran or military status.
- Other characteristics will be determined on a case by case basis.

Discriminatory conduct may include:

- Denying access to educational, employment, or social opportunities based on protected characteristics.
- Differential treatment in grading, hiring, promotions, or program participation.
- Harassment or hostile behavior targeting an individual's identity.



Prohibited Conduct

The university strictly prohibits any actions or behaviors that constitute discrimination, including but not limited to:

1. Verbal or written remarks that demean or insult someone based on a protected characteristic.
2. Unequal application of university policies, programs, or services.
3. Retaliatory actions against individuals who report discrimination or participate in investigations.

Reporting Procedures

The university encourages anyone who experiences or witnesses discrimination to report it promptly. Reports can be made to:

1. The **Human Resources Department** (for staff and faculty).
2. The **Student Affairs Office** (for student-related cases).

Reports can be submitted through email to info@pm-univ.org or via anonymous reporting by calling 1-888-595-6670.

Investigation and Resolution

The university is committed to addressing all reports of discrimination fairly and promptly. The process includes:

1. **Intake and Assessment:** Evaluating the report to determine its alignment with this policy.
2. **Interim Measures:** Implementing temporary accommodations or protections, such as no-contact orders or schedule adjustments.
3. **Formal Investigation:** Conducting an impartial and thorough investigation by trained personnel.
4. **Resolution:** Taking appropriate corrective actions, which may include counseling, or disciplinary measures such as suspension or termination.



Prohibition Against Retaliation

Retaliation against anyone who reports discrimination, participates in an investigation, or supports someone affected by discrimination is strictly prohibited and will result in disciplinary action.

Support and Resources

Peace Multicultural University is committed to supporting those impacted by discrimination. Available resources include:

- Counseling services.
- Academic accommodations.
- Mediation and conflict resolution services.
- Referrals to external support organizations.

Detailed contact information for these resources can be found on the university's website or through relevant offices.

Policy Review and Updates

This policy will be reviewed annually to ensure compliance with applicable federal, state, and local laws, and to reflect best practices in diversity, equity, and inclusion. Any updates or changes will be communicated promptly to the university community.

By adhering to this policy, Peace Multicultural University reaffirms its commitment to promoting an environment of equality, respect, and opportunity for all.