

## **Non-Discrimination Policy**

John Carroll University is committed to inclusion and diversity as constitutive elements of our Jesuit Catholic identity. As reflected in the University's vision, mission, core values and strategic initiatives John Carroll welcomes individuals who will contribute to its mission and goals. Our pursuit of excellence demands that we come to understand and embrace the richness that each person brings to the University community.

In a manner consistent with the University's Jesuit Catholic heritage, the University maintains and enforces a policy of equal opportunity. John Carroll University does not discriminate based on race, age, color, sex, sexual orientation, religion, ethnic or national origin, disability, Vietnam veteran status or special disabled veteran status. Discrimination or harassment of members of the University community strikes at the very heart of this institution and will not be tolerated.

The following persons are responsible for receiving reports, questions or concerns of discrimination: Associate Academic Vice President James H. Krukones is the contact officer for faculty; Alex Teodosio, Assistant Vice President of Human Resources, is the contact officer for all other personnel; and Dean of Students, Sherri Crahen, is the contact officer for students.