

## Policy on Equal Opportunity (CA)

### GOVERNANCE AND LEGAL

**Effective Date:**  
September 1, 2016

**Date Revised:** February  
9, 2018

**Supersedes:**  
Policy on Equal  
Opportunity

**Related Policies:**  
Policy on Equal  
Opportunity

**Responsible  
Office/Department:**  
Human Resources  
Management  
Office for University  
Equity and Compliance

**Keywords:** Equal  
Opportunity;  
Harassment; Retaliation

### I. Purpose and Scope

Northeastern University is committed to providing equal opportunity to its students and employees, and to eliminating discrimination when it occurs. This Policy applies to all members of the university community, including students, faculty, staff, affiliates, and volunteers when acting on behalf of the university, whether on or off campus, as well as to contractors, parents, and visitors when they are on university property.

### II. Definitions

N/A

### III. Policy

The university will fulfil its recruitment, hiring, placement, promotion, transfer, training, compensation and benefits obligations without reference to an individual's ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity or expression, age, record of offences, marital status, family status or disability or any other characteristic protected by applicable federal or provincial law.

Any employees with questions or concerns about employment discrimination or harassment in the workplace, are encouraged to bring these issues to the attention of their supervisor or the Office for University Equity and Compliance. The university will not allow any form of retaliation against individuals who raise issues of employment discrimination or harassment in good faith. To ensure our workplace is free of artificial barriers, violation of this

Policy will result in disciplinary action up to and including termination of employment for just cause.

#### **IV. Additional Information**

The university's Policy on Equal Opportunity is available online at <http://www.northeastern.edu/policies/> and the university's nondiscrimination policies and related grievance procedures are available at <http://www.northeastern.edu/titleix>.

#### **V. Contact Information**

Inquiries regarding the university's nondiscrimination policies may be directed to the university's Assistant Vice President for University Equity and Compliance.

Office for University Equity and Compliance

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