

# STATEMENT OF NONDISCRIMINATION

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Des Moines University (“the University”) is committed to maintaining a fair and respectful environment for work, study and participation in the life of the University. To that end, the University prohibits discrimination because of that person’s known or perceived race, color, national origin, ethnicity, creed, religion, age, disability, sex, gender, gender identity or expression, sexual orientation, pregnancy, veteran status, genetic information and other characteristics protected by law in the selection of administrative personnel, faculty and staff, and students.

Additionally, in its [Discrimination and Harassment Prohibition](#) policy, the University explicitly prohibits any member of the University community from harassing or discriminating against any employee or student as a result of the same characteristics. Substantiated incidents of harassment or discrimination based on known or perceived protected class status will be met with appropriate disciplinary action, up to and including dismissal or termination of employment from the University. The University is committed to preventing or stopping discrimination or harassment whenever it may occur at the University or in its sponsored activities and encourages all members of the University community to promptly report known or suspected incidents of discrimination and harassment.

Questions regarding this statement may be directed to the Chief Compliance Officer and/or Chief Human Resources Officer.