



## **NON-DISCRIMINATION/EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

### **Non-Discrimination/Equal Employment Opportunity Statement:**

MidAmerica Nazarene University policy prohibits discrimination on the basis of race, sex, religion,\* age, color, creed, national or ethnic origin, marital status, disability, genetic information, or any other legally protected class in the recruitment and admission of students, in the hiring process, during employment, and in the operation of all university programs, activities, and services. Any concerns regarding discrimination on the basis of categories listed above should be addressed to the appropriate person:

#### **Students contact:**

Vice President for Strategic Expansion  
MidAmerica Nazarene University  
2030 College Way  
Olathe, KS 66062  
913-782-3750 / Email: [aps@mnu.edu](mailto:aps@mnu.edu)

#### **Employees contact:**

Director of Human Resources (or immediate supervisor)  
MidAmerica Nazarene University  
2030 College Way  
Olathe, KS 66062  
913-782-3750 / Email: [hr@mnu.edu](mailto:hr@mnu.edu)

Anyone with questions or concerns regarding sex discrimination or the university's compliance with Title IX can contact the university's **Title IX Coordinator:**

Richard Pacheco, Title IX Coordinator  
Sharaya Borja, Deputy Title IX Coordinator  
2030 E. College Way  
Olathe, KS, 66062  
Campus Center Building  
913-782-3750 / Email: [titlenine@mnu.edu](mailto:titlenine@mnu.edu)

The U.S. Department of Education's Office for Civil Rights (OCR) enforces discrimination laws related to race, color, national origin, sex, disability, and age. Complaints related to these protected classes can also be filed with OCR by visiting: <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

*No individual will be subject to any form of retaliation, discipline, or other adverse action for reporting conduct in violation of the university's nondiscrimination/Equal Employment Opportunity Statement, assisting/cooperating in making a complaint, or assisting with the investigation of a complaint. Any individual who believes they have experienced or witnessed retaliation should immediately notify the appropriate member(s) of the administration as identified above. Those found to be engaging in any type of discrimination in violation of law or university policy will be subject to disciplinary action, up to an including dismissal or termination of employment.*

**\*Christian faith and employment at MidAmerica Nazarene University:** MidAmerica Nazarene University is an expression of the Church of the Nazarene. It reserves the right to prefer employees on the basis of religion (Title VII, Section 702-703, U.S. Civil Rights Act of 1964). Preferred candidates demonstrate a strong commitment to the Christian faith, active participation in a local church, and a philosophy of Christian higher education consistent with the Wesleyan tradition.