

## **COMPLIANCE WITH RELIGIOUS, RACIAL AND NATIONAL ORIGIN GUIDELINES**

The University policy on non-discrimination is reproduced in Section III. UMass Dartmouth implements its policy in the following ways.

1. All applicants and employees will continue to be treated fairly and without regard to religious beliefs, race or national origin.
2. UMass Dartmouth will attempt to accommodate employees' or applicants' religious needs, whenever such accommodations can be made without undue hardship to the conduct of UMass Dartmouth's business. In making such determinations, UMass Dartmouth will consider such factors as business necessity and financial impact.
3. Training is offered to managers and supervisors who make employment decisions regarding UMass Dartmouth's policy against discrimination on the basis of religion, race or national origin.
4. UMass Dartmouth communicates to its employees the institution's commitment to provide equal employment opportunities for all persons, regardless of religion, race or national origin.