

## Appendix 1: Nondiscrimination Policies

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### Equal Opportunity Policy

In compliance with the letter and spirit of applicable laws and pursuing its own goals of diversity, the University of Maine at Fort Kent shall not discriminate on the grounds of race, color, religion, sex, sexual orientation, including transgender status or gender expression, national origin, citizenship status, age, disability, genetic information, or veterans status in employment, education, and all other areas of the University. The University provides reasonable accommodations to qualified individuals with disabilities upon request.

The University will regard freedom from discrimination and discriminatory harassment as an individual employee and student right which will be safeguarded as a matter of policy. Any employee or student will be subject to disciplinary action for violation of this policy. Retaliation against anyone who makes a complaint of discrimination or harassment or who is involved in a complaint process will not be tolerated.

Questions and complaints about discrimination in any area of the University should be directed to Alyssa Anaya , Senior HR Business Partner, Cyr Hall, (207) 581-5857 or to Sally Dobres, University Equal Opportunity Director of Equity and Diversity for the University of Maine System, who can be reached at (207) 973-3372 (voice) or (207) 973-3300 (TDD), 16 Central Street, Bangor, Maine 04401. Questions and complaints about specific accommodations should be made to: **For Students:** Lena Michaud, Director of Student Support Services, Powell Hall (207) 834-7532 or Mark Schenk, Registrar's Office, Cyr Hall, (207) 834-8646; **Physical Facility:** Andrew Jacobs, Director of Facilities Management, ADA Coordinator/504 Compliance Coordinator, Physical Plant, (207) 834-7671. Questions and complaints about specific accommodations or the application of Section 504 may also be directed to the appropriate campus Equal Opportunity Coordinator or to the University of Maine System Director of Facilities, (207) 973-3333 (voice) or (207) 973-3300 (TDD). Inquires about discrimination may also be referred to the Maine Human Rights Commission, U.S. Equal Opportunity Commission, Office of Civil Rights of the U.S. Department of Education, or other appropriate federal or state agencies.

### Reporting Procedures for Misconduct and Alleged Sexual Assault

It is never easy to report potential misconduct, including sexual assault. But it is always the right thing to do. All of us have responsibility for contributing to a safe campus and for forwarding information about allegations of sexual harassment, sexual assault, and other potential criminal conduct. When allegations like these arise, all University employees and volunteers are expected to report what they witnessed or heard to the designated university official:

- Report information about potential criminal conduct immediately to local law enforcement with the Fort Kent Police. **Phone: 207-834-6550 or 911, AND THEN**
- Report information about alleged sexual assault, sexual harassment, or other misconduct by students to the Student Affairs Office at University of Maine at Fort Kent, 23 University Drive – Fort Kent Maine, 04743. **Phone: 207-834-7562, OR**

Report information about alleged sexual assault, sexual harassment, or other discrimination by employees or others (except students) to University of Maine at Fort Kent, 23 University Drive – Fort Kent, ME 04743. **Phone: 207-581-5857.**

Administrators, supervisors, faculty, and staff members in student affairs, residence halls, health centers, athletics programs, and police must report this information. These individuals are not responsible for determining whether the allegations are credible. However, they are responsible for reporting them to the appropriate trained staff that will investigate and make that determination.

### Statement of Student Responsibility

This and other official University publications constitute the student's guide to the programs and regulations of the University of Maine at Fort Kent. Enrollment implies that the student understands and accepts the obligation to comply with University regulations and procedures and endeavors to meet the academic standards at Fort Kent.

### Release Agreements

Many divisions of study at the University of Maine at Fort Kent require, as a condition of graduation, the completion of one or more training programs or courses in a clinical setting, such as a hospital, clinic, professional office, field setting, expedition, or public schoolroom. Participation in these programs may require those students to execute releases or other contracts with the institution or provider of clinical services, which release them from liability and which also provide that students will comply with all their participating requirements and regulations, including possible health examinations. The university assumes there will be assent and compliance with such requirements and procedures by each student upon enrollment in those courses involving outside clinical or field study.

### **Professional Licensure and Certification Notice**

Students who are pursuing degrees leading to application for professional licensure or certification, and/or will be participating in clinical placements, internships, or practical through the UMFK program should be aware that their host facility may require a criminal background check, fingerprinting, or drug screening. In such situations, each student is responsible for obtaining and paying for the background check or other screening process and for delivering required documentation to the facility. Although the university will make reasonable efforts to place admitted students in field experiences and internships, it will be up to the host facility to determine whether a student will be allowed to work at that facility. Students should further be aware that a criminal record may jeopardize licensure by the state certifying officials. Students may consult the certification body corresponding to their intended occupation for more details. Successful completion of a program of study at UMFK does not guarantee licensure, certification, or employment in the relevant occupation.