Dear Students,

This email is the first in a series of messages to address students’ questions about policies and processes related to bias and discrimination. This email provides clarity on processes that exist to address specially address discrimination, harassment, retaliation and sexual misconduct at NDSU.

The Equity Office investigates all discrimination, harassment, retaliation, and sexual misconduct complaints if the complaint identifies an alleged violation by a student. The resolution of the complaint is conducted by the Dean of Students Office, in coordination with the Equity Office and following NDSU Policy 601. Complaints related to other forms of harassment or unwanted behavior by students are investigated and resolved by the Dean of Students Office.

These offices work together to carefully follow policies 156, 156.1, 162, and 601. The policies are in place to help us identify and stop discrimination through fair and impartial processes. Both reporting and responding parties have rights under these polices and we take our responsibility in ensuring those rights seriously. Investigations are more likely to result in action if harmed students come forward directly with their complaints. The university will not discipline anyone who makes a good faith report of discrimination and we will not tolerate retaliation of any kind toward individuals or groups who make reports of discrimination.

The Equity Office website offers clear explanations on what students can expect and not expect after filing a complaint.

We encourage students who believe they have experienced discrimination, harassment, retaliation, and/or sexual misconduct to report using this form or by reaching out to any of the resources below.

As always, we encourage all community members to continue to embrace our ideals of inclusion and respect and care for one another.

Laura Oster-Aaland, PhD
Vice Provost for Student Affairs and Enrollment Management and Equity
Pronouns: she/her/hers
Old Main 100
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p: 701.231.7052
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**Reporting**

- NDSU’s bias reporting system provides NDSU students, faculty, and staff with an avenue to report incidents of bias, bigotry or hate that occur on our campus or in off-campus settings that impact NDSU.
- Complaints and reports may also be filed here.

**Emergencies**

- Dial 911
· Campus Police, 701.231.8998

**General Safety**
· 24/7 Campus Safety Escort Service, 701.231.8998
· Pathlight App

**Counseling Center**
· 24/7 Counselor on Call, 701.231.7671

**Complaint/Bias Reporting**
· Equity Office:
  - Heather Higgins-Dochtermann, 701.231.7107, Heather.Higginsdocht@ndsu.edu
  - Emily McGann, 701.231.7159, Emily.McGann@ndsu.edu
· Complaint Form

**Office of Multicultural Programs**
· Director: Jaclynn Wallette, 701.231.7314, Jaclynn.Wallette@ndsu.edu
· Program Coordinator: Ruth Grimmett-Tejedor, 701.231.6179, Ruth.Grimmett-Tejedor@ndsu.edu

**Dean of Students Office**
· Dean of Students: Casey Peterson, 701.231.7750, Casey.Peterson@ndsu.edu
· Assistant Dean of Students: Emily Frazier, 701.231.8406, Emily.Frazier@ndsu.edu