Elon University does not discriminate on the basis of age, race, color, creed, sex, national or ethnic origin, disability, sexual orientation, gender identity, or veteran’s status (collectively, “Protected Categories”) in the recruitment and admission of students, the recruitment and employment of faculty and staff, or the operation of any of its programs.” Consistent with our nondiscrimination statement, the university does not tolerate discrimination or harassment of employees, students or other individuals associated with the University including, but not limited to, vendors, contractors, and guests on the basis of any of these Protected Categories.

Any person associated with the University who fails to comply fully with this policy will be properly disciplined. Any employment agency, vendor or contractor used by the University will be informed of this policy.

This policy applies to, but is not limited to, recruitment, employment, promotion, demotion, transfer, position advertising, reduction in force, termination, rates of pay, and selection for training.

The university fully supports and complies with the Americans with Disabilities Act and all other employment laws. The university will provide reasonable accommodations to qualified individuals with known disabilities unless such accommodations would pose an undue hardship to the institution. Requests for accommodations should be made in writing to the employee’s supervisor who will work closely with the Office of Human Resources to review requests and provide a response.

Elon will also make good faith efforts to reasonably accommodate religious observances and practices.