

DIVERSITY AND NONDISCRIMINATION STATEMENT

Diversity Statement

A diverse student population is a key element of the educational experience of students in The Graduate School (TGS). Diversity presents itself in many different forms such as: socioeconomic status, race or ethnicity, religion, gender, sexual orientation, nationality or place of origin, disability, etc. It is the goal of TGS to cultivate an environment that values diverse backgrounds, approaches, and perspectives—all essential ingredients for true academic excellence.

Nondiscrimination Statement

Northwestern University does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, reproductive health decision making, or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Harassment, whether verbal, physical, or visual, that is based on any of these characteristics is a form of discrimination. Further prohibited by law is discrimination against any employee and/or job applicant who chooses to inquire about, discuss, or disclose their own compensation or the compensation of another employee or applicant.

Northwestern University complies with federal and state laws that prohibit discrimination based on the protected categories listed above, including Title IX of the Education Amendments of 1972. Title IX requires educational institutions, such as Northwestern, to prohibit discrimination based on sex (including sexual harassment) in the University's educational programs and activities, including in matters of employment and admissions. In addition, Northwestern provides reasonable accommodations to qualified applicants, students, and employees with disabilities and to individuals who are pregnant.

Any alleged violations of this policy or questions with respect to nondiscrimination or reasonable accommodations should be directed to:

Northwestern's Office of Equity
1800 Sherman Avenue, Suite 4-500
Evanston, Illinois 60208
847-467-6165
equity@northwestern.edu

Questions specific to sex discrimination (including sexual misconduct and sexual harassment) should be directed to:

Northwestern's Title IX Coordinator in the Office of Equity
1800 Sherman Avenue, Suite 4-500
Evanston, Illinois 60208
847-467-6165
TitleIXCoordinator@northwestern.edu

A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html ([https://](https://www2.ed.gov/about/offices/list/ocr/complaintintro.html)

www2.ed.gov/about/offices/list/ocr/complaintintro.html) or calling 800-421-3481. Inquiries about the application of Title IX to Northwestern may be referred to Northwestern's Title IX Coordinator, the United States Department of Education's Assistant Secretary for Civil Rights, or both.