

Equal Opportunity and Ethics

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Equal Opportunity and Nondiscrimination Policy

Northeastern supports the principles of equal opportunity in employment and education. Discrimination and harassment are not tolerated on all of our campuses. Northeastern does not discriminate in employment or education on the basis of race, color, religion, sex, pregnancy, disability, national origin, caste, hair textures and protective hairstyles, citizenship status, work authorization status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation, gender identity, gender expression, transgender status, arrest record status, political affiliation, military status, veteran's status, or unfavorable discharge from military service. Northeastern accepts complaints of discrimination and harassment from students, employees, applicants for admission or employment, and University visitors. The University does not tolerate retaliation against any person for coming forward with a complaint or concern, or for otherwise participating in the process of addressing discrimination or harassment. The University will comply with all federal, state, and applicable local nondiscrimination and equal opportunity laws, orders, and regulations. G1.7 Equal Opportunity and Nondiscrimination Policy (https://www.neiu.edu/sites/default/files/documents/2024/02/05/Pol_G1.7_EO_Nondiscr_REVISION_FINAL_02052024.pdf)

Equal Opportunity and Nondiscrimination in Hiring

The University is committed to hiring a diverse and talented workforce to serve our critical educational mission. Northeastern has a fair and rigorous hiring process for all hires, including tenure-track faculty. Based on the University's commitment to equity, diversity and inclusion, the following resources are provided in connection with the hiring process to the search committees that conduct the hiring process. The Equal Opportunity Office encourages members of our campus community, including faculty, staff and students, to read these materials and engage in robust discussions regarding their contents.

- We Are All for Diversity - Article (<https://www.neiu.edu/sites/neiu.edu/files/documents/2020/11/10/We%20Are%20All%20for%20Diversity%20Article.pdf>)
- Equity Representation Data at NEIU (<https://www.neiu.edu/sites/neiu.edu/files/documents/2020/11/10/EQUITY%20DATA%20REPRESENTATION%20AT%20NEIU.pdf>)

Northeastern's Director of Equal Opportunity and Ethics Compliance is responsible for managing the University's equal opportunity and nondiscrimination compliance. If you have a complaint involving discrimination and/or harassment, or if you have questions about Northeastern's policies, please contact:

Aaron McLeod, Esq., Director of Employee and Labor Relations
 Equal Opportunity Officer
 Northeastern Illinois University
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 Chicago, IL 60625
 Phone: (773) 442-5303
 Email: eeo@neiu.edu

Northeastern's Ethics Office is the University's compliance office.

Northeastern's Ethics Office makes every effort to foster an ethical environment for the University community. We hold all members of the University to the highest ethical standards and expect all employees to strictly comply with the state ethics laws. The Ethics Office is responsible for receiving and, as necessary, coordinating and/or referring the investigation of allegations of fraud, waste, abuse, mismanagement, misconduct, or other violations of the State Officials and Employees Ethics Act (<https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2529&ChapterID=2>). Every year, Northeastern employees receive ethics training covering such topics as accepting gifts and bribes, conflict of interest, inappropriate use of University resources for personal matters, whistleblower protection, and avoidance of political activities during the work day. More information about various ethics matters and resources, as well as the recently updated Gift Ban restrictions on food and drink (\$75) and gifts (\$100), changed per the Governor's Executive Order 15-09 (https://www2.illinois.gov/Pages/government/execorders/2015_9.aspx), may be found on the Ethics (<https://www.neiu.edu/about/university-leadership/executive-team/legal-affairs-and-general-counsel/equal-opportunity-and-ethics/ethics/>) webpage.

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