

Diversity and Inclusion Oversight and Policies

CUD embeds its [commitment to equality, diversity, equity, and inclusion \(EDI\)](#) within its [Core Values](#) and operational framework. Various key departments and governing bodies within CUD are responsible for advising on and implementing policies, programs, and training related to diversity, equity, inclusion, and human rights.

The University's senior management, including the President and Vice Presidents, along with the Board of Trustees, holds ultimate responsibility for establishing and approving foundational policies like the Non-Discrimination Policy in the [CUD Policy and Procedure Manual](#), [Staff and Admin Handbook](#), and the [Student Handbook](#). The Human Resources Department is central to implementing equal employment opportunity practices, handling staff-related discrimination or harassment complaints, and ensuring compliance with ethical labor standards. The Dean of Student Affairs plays a crucial role in upholding standards for students, addressing student conduct violations (including harassment or discrimination), managing grievances, and ensuring support services are accessible. Furthermore, the University generally commits to providing education and training programs to promote awareness and understanding of diversity and inclusion. These established roles and departments collectively ensure that EDI principles are integrated into university life and governance.

CUD maintains robust **anti-discrimination and anti-harassment policies** applicable to the entire university community and clearly outlined in the [CUD Policy and Procedure Manual](#), [Staff and Admin Handbook](#), and the [Student Handbook](#). The University's Non-Discrimination Policy explicitly prohibits discrimination and harassment based on characteristics including age, gender, race, ethnicity, national origin, religion, disability, socioeconomic status, and cultural background. This policy guarantees equal opportunities in admission, employment, educational programs, and activities. The Employment Policy reinforces this with a strong

Equal Employment Opportunity clause, ensuring fair treatment in all aspects of employment. Additionally, the Staff Handbook details procedures for addressing harassment in the workplace, and the Student Code of Conduct prohibits harassment, assault, and other actions that jeopardize safety or violate human rights. **Clear reporting mechanisms** exist through HR for staff and the Dean of Student Affairs for students, ensuring complaints are investigated thoroughly, see section on [Ethical Conduct](#).