

**Lakeland University**  
**Non-Discrimination Policy**

*(Wisconsin-Aligned | Public-Facing | Employee Handbook | Student Handbook)*

Lakeland University is committed to maintaining an educational and working environment that is free from discrimination and harassment and that promotes equal opportunity, dignity, and respect for all members of the University community.

Lakeland University does not discriminate on the basis of **race, color, religion, creed, national origin, ancestry, sex, age, disability, marital status, pregnancy or parental status, military or veteran status, sexual orientation**, or any other status protected by applicable **federal or Wisconsin law**, in its **educational programs, activities, admissions, employment practices, or access to University services and facilities**.

This policy applies to all University programs and activities, including but not limited to:

- Admissions and recruitment
- Financial aid and scholarships
- Academic programs and grading
- Employment, compensation, and promotion
- Student life, housing, athletics, and extracurricular activities
- Use of campus facilities and participation in University-sponsored events

Lakeland University complies with all applicable federal and state civil rights laws, including but not limited to:

- **Title VI of the Civil Rights Act of 1964** (race, color, national origin)
- **Title IX of the Education Amendments of 1972** (sex discrimination in education programs and employment)
- **Section 504 of the Rehabilitation Act of 1973** and the **Americans with Disabilities Act (ADA)** (disability access and accommodations)
- **Age Discrimination Act of 1975**
- **Wisconsin Fair Employment Act (Wis. Stat. §§ 111.31–111.395)** (employment discrimination protections broader than federal law)

Lakeland University prohibits **retaliation** against any individual for filing a discrimination complaint, participating in an investigation, or exercising rights protected under applicable civil rights laws. Individuals who believe they have experienced discrimination or harassment may contact:

**Human Resources Office**

Lakeland University

Corissa Eiffird, Director of Human Resources

Email: [eifridc@lakeland.edu](mailto:eifridc@lakeland.edu)

Office Phone: 920-565-1000 ext. 2391

Individuals may also file a complaint with the **U.S. Department of Education, Office for Civil Rights**, or with the appropriate **Wisconsin state agency**, as applicable.