

## POLICY ON NON-DISCRIMINATION

In administering its affairs, St. John Vianney College Seminary conscientiously seeks to comply with all applicable legislation concerning nondiscrimination in employment practices and in the development of personnel, respecting the character and mission of this institution as a seminary of the Roman Catholic Church.

The college seminary must include a statement of its nondiscriminatory policy as to students in all of its brochures and catalogs dealing with student admissions, programs, and scholarships. The above policy should be used verbatim.

The college seminary must make its nondiscriminatory policy known to all segments of the general community. The administration maintains a zero tolerance toward all the expressions of discrimination listed in the policy statement.

The appropriate administrators must maintain for a minimum of three years the following records:

- Records indicating the racial composition of the student body, faculty, and administrative staff for each academic year;
- Records sufficient to document that scholarship and other financial assistance are awarded on a racially nondiscriminatory basis;
- Copies of all brochures, catalogs and advertising dealing with student admissions, programs and scholarships;
- Copies of all materials used by or on behalf of the school to solicit contributions.

The Rector/President, as Equal Employment Opportunity officer, is the custodian and coordinator of these records for purposes of transmittal to government agencies.

The college seminary reserves the right to allow use of its facilities to groups and persons who are in accord with the purpose and mission of the institution.