



Pay Equity at the NorthCap University

The NorthCap University is committed in ensuring a fair and equitable workplace where all employees are compensated without bias or discrimination. Upholding principles of equality, NCU ensures that no employee is subjected to unequal pay based on gender, race, religion, sexuality, color, marital status, national origin, physical or mental disability, or age. NCU's compensation structure is designed to reflect the qualifications, experience, and merit of each individual while adhering to industry standards and government regulations. Through a transparent and inclusive approach, we actively work to eliminate pay disparities and promote equity across all levels of employment.



HR Office

(Excerpts from HR Manual)

2.9 Equal Opportunity Policy

Purpose

The purpose of this Equal Opportunity Policy is to affirm NorthCap University's commitment to fostering a diverse, inclusive, and equitable environment for all students, faculty, staff, and applicants. This policy ensures that all individuals are treated fairly and have equal access to opportunities without discrimination.

Scope

This policy applies to all members of the NorthCap University community, including faculty, staff, students, contractors, and visitors. It covers all aspects of university life, including admissions, employment, access to programs, and participation in university activities.

Policy Statement

NorthCap University is dedicated to providing equal opportunities and prohibiting discrimination and harassment in all forms. We strive to create a diverse and inclusive community where every individual feels valued and respected.

Key Principles

Non-Discrimination: NorthCap University does not discriminate based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, veteran status, or any other characteristic protected by law.

Inclusive Practices: The university ensures that all policies, practices, and programs are inclusive and accessible to all members of the community, including recruitment, hiring, admissions, teaching, and research.

Support and Resources: NorthCap University provides resources and support to individuals who experience discrimination or harassment, including clear procedures for reporting and addressing complaints.

Training and Education: The university offers training and educational programs to promote awareness and understanding of diversity, equity, and inclusion issues.

Accountability: All members of the university community are responsible for upholding these principles, with mechanisms in place to monitor compliance and address policy violations.

By adopting this policy, NorthCap University reaffirms its commitment to fostering an environment where every member of our community can thrive. Thank you for your dedication to upholding these values.