

1. – The University of Dallas is a Catholic university, with a vocation “dedicated to research, to teaching and to the education of students who freely associate with their teachers in a common love of knowledge.” (St. John Paul II, *Ex corde ecclesiae*, 1). The University recognizes that, in the words of the Catechism of the Catholic Church, all men and women are “created in the image of the one God and equally endowed with rational souls,” having “the same nature and the same origin.” (Catechism, 1934).
 - 1.1. The equality of men and women “rests essentially on their dignity, as persons and the rights that flow from it.” (Catechism, 1935). Unfortunately, while we were “created for freedom,” we also bear “the wound of original sin, which constantly draws man towards evil.” (St. John Paul II, *Centesimus annus*, 25). But, as Pope Leo XIII explains, “no man may with impunity outrage that human dignity which God Himself treats with great reverence.” (*Rerum novarum*, 40). That is why the Second Vatican Council reminded the world that, “with respect to the fundamental rights of the person, every type of discrimination, whether social or cultural, whether based on sex, race, color, social condition, language or religion, is to be overcome and eradicated as contrary to God’s intent.” (*Gaudium et spes*, 29).
 - 1.2. The responsibility to protect the rights of others does not fall, however,

in fulfillment of its duties under federal and state law, including, but not limited to, Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act, and their accompanying administrative regulations.

2. – Relevant terms for implementation of this Policy are set forth in University Policy CRT – Civil Rights Policy – Relevant Terms.
3. – The President of the University has the authority to adopt policies and procedures implementing this Policy.
4. – The University will not discriminate against any Employee, applicant for employment, Student or applicant for admission on the basis of race, ethnicity, national origin, sex, pregnancy, disability, veteran status,

9. – In the event of a conflict between this Policy or its Related Policies and any previously adopted University policy or Handbook, this Policy and its Related Policies shall govern. In the event of a conflict between this Policy or its Related Policies and any subsequently adopted University policy or Handbook, this Policy and its Related Policies shall govern unless this Policy or its Related Policies is explicitly amended.

9.1. – Nothing in this Policy or any related policies shall abridge academic freedom or the University’s Catholic mission. The University of Dallas, being both a University and Catholic, is “both a community of scholars representing various branches of human knowledge, and an academic institution in which Catholicism is vitally present and operative.” (*Ex corde ecclesiae*, 14).

9.1.1. Prohibitions against discrimination and discriminatory harassment do not extend to actions, statements or written materials that are relevant and appropriately related to course subject matter or academic debate.

9.1.2. The University preserves its authority to exercise religious freedom and to remain faithful to its Catholic mission and *Ex corde ecclesiae* in those areas that may be inconsistent with this policy. The University recognizes that the exercise of religious freedom involves faith as a belief, as well as the active living out of that faith through conduct. Moreover, the University recognizes that the source and synthesis of other rights is religious freedom, “understood as the right to live in the truth of one’s faith and in conformity with one’s transcendent dignity as a person.” (*Centesimus annus*, 47).

	Approved by Board of Trustees