

Code of Nondiscrimination
Akamai University
Revised: 22 October 2008

Akamai University admits students of any race, creed, color, national and ethnic origin to all of the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, creed, color, national and ethnic origin, physical disabilities, or sexual orientation, in administration of its educational policies, admissions policies, scholarship and loan programs, and other school-administered programs.

1. Faculty Affirmation

As part of the stipulations agreed to at Akamai University, all faculty agree to conduct themselves in full accord to this code of nondiscrimination in all aspects of the association with Akamai university, its students and faculty, and its friends and associates.

2. Equal Opportunity for Students

The University is an equal opportunity institution and by its very design is committed to policies of nondiscrimination on the basis of race, creed, color, national origin, age, gender, physical and mental disability, or sexual preference in its programs, policies, procedures or practices. This includes access to, participation in and treatment in admissions and registration processes and University programs and services.

This equal opportunity policy extends to include laws and regulations of the State of Hawaii and United States of America that prohibit discrimination on the basis of veteran status, marital status, religion, ancestry, and arrest and court record. Self-identification concerning race, creed, color, national origin, age, gender, physical and mental disability, or sexual preference is wholly voluntary and lack of disclosure will not result in any adverse treatment in the University's admissions and program administration. Our students' personal information will remain confidential except where disclosure is required by law, rule, regulation or court order.

3. General Student Freedoms

At this University, students have the right to inspect permanent educational record files and to formally request that errors be corrected. Students have a right to protection against disclosure of confidential information by faculty or staff of the University without their written permission. Students have a right to file a grievance concerning any wrong they may have experienced through participation in activities of the University.

The University protects the rights of students and faculty in their pursuit of truth and knowledge and guarantees their freedom to teach and to learn and express personal views and perspectives on academic and other matters. Regardless of their country of residence, our students are assured the right to participate as full members of the academic community, to function as equal partners in the learning experience and in the pursuit of human betterment. The University further acknowledges the right and necessity of international students to pursue programs of study appropriate to the needs of their home country. However, the University shall not require any student to undertake or participate in any activity that is expressly against the laws of the student's home country or country of residence or the customs of their religion or gender. Alternative but equal academic assignments shall be provided upon request.

The University shall take all necessary actions to protect students from undue pressure or harassment from any element of the University community concerning participation in voluntary social, research and academic activities. Furthermore, we acknowledge the rights of our students be free from physical and sexual harassment, emotional abuse, and unkind treatment from any element of the University community and shall take decisive action to investigate any complaints by students in this regard.

4. Student Privacy Rights

The University will release only the minimum information about their students, including to the University's faculty, unless the University has received written instructions from applicants, students, or graduates directing the University to do otherwise. This policy will assure that the University remains within legal limits on disclosure, protecting the privacy of our educational community from unscrupulous individuals.

To this end, the University shall release no information regarding student applicants to outside individuals or organizations. The University shall release only the degree level and degree field of registered students. Dates and further facts regarding a student's program or progress will be released only by written permission from the student. The University will release only the degree level, degree field, date of graduation, and the title of the final project of our graduates.

5. Student Grievance of Complaint Policies

Should a student become dissatisfied with the actions of faculty or administration, or should they believe a member of the University community has deviated from the written standards, guidelines, codes, policies and procedures of the University, the student may pursue a formal grievance or complaint process. Under all circumstances, students, faculty and administrators shall adhere to the published process in addressing a student grievance or complaint. This grievance process is understood to append all registration and course enrollment agreements and other written materials provided by the University whether issued in print or by electronic means. The student and the University administration shall share equally any costs of the processes of mediation and arbitration. The University faculty carries absolutely no financial liability with regard to any aspect of the grievance process, including the mediation and arbitration procedures, unless otherwise found criminally liable by a court of law. Should a grievance or complaint be filed against a member of the Akamai faculty, the University may act to place faculty members on temporary leave pending conclusion of the formal reviews.