THE LUTHERAN UNIVERSITY ASSOCATION, INC.

d/b/a VALPARAISO UNIVERSITY

Nondiscrimination and Equality of Opportunity Policies

In order to ensure compliance with federal law, Valparaiso University has established two policies related to nondiscrimination. The Nondiscrimination Policy as to Students reflects the University's obligations to the U.S. Department of Education. The Equal Employment Opportunity Policy reflects the University's obligations to the U.S. Department of Labor.

Nondiscrimination Policy as to Students. Valparaiso University admits students of any race, color, national and ethnic origin, age, gender, disability, sexual orientation or (as qualified herein) religion, to all 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, color, national and ethnic origin, age, gender, disability, sexual orientation or (as qualified herein) religion in administration of its educational policies, admissions policies, scholarship and loan programs, career services and placement, and athletic and other school-administered programs. Valparaiso University is an institution committed to its Lutheran traditions. The University reserves the right to promote the teachings of the church and to exercise preferences in admissions in favor of Lutherans.

Equal Employment Opportunity Policy. Valparaiso University maintains a policy of equal employment opportunity for all employees and applicants for employment. The University does not discriminate on the basis of race, color, national and ethnic origin, age, gender, disability, sexual orientation or (as qualified herein) religion or any protected classification under federal, state or local law. This policy applies to all aspects of employment including, but not limited to, recruiting, hiring, training, transfer, promotion, job benefits, pay, dismissal, social and recreational activities. An institution committed to its Lutheran traditions, the University reserves the right to promote the teachings of the church and to exercise preferences in employment-related practices in favor of Lutherans.

October 27, 2007