

UW REGULATION 1-3
Equal Education and Employment Opportunity Statement and
Policy/Diversity (Affirmative Action) Program

I. STATEMENT AND POLICY

The University is committed to equal opportunity for all persons in all facets of the University's operations and is an Equal Opportunity/Affirmative Action Employer. The University will provide all applicants for admissions, employment and all University employees with equal opportunity without regard to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, or any other applicable protected category or participation in any protected activity. The University ensures non-discriminatory practices in all matters relating to its education programs and activities and extends the same non-discriminatory practices to recruiting, hiring, training, compensation, benefits, promotions, demotions, transfers, and all other terms and conditions of employment.

The University is also committed to complying with all of the rules, regulations, and relevant orders of the Secretary of Labor and the Office of Federal Contract Compliance Programs (OFCCP), issued pursuant to Executive Order 11246, the Vietnam Era Veterans' Readjustment Assistance Act, and Section 503 of the Rehabilitation Act of 1973, and has an audit and reporting system to facilitate compliance.

It is the continuing, active, individual responsibility of each principal Administrative Officer, Dean, Department and Division Head or Supervisor to assure that the University's Equal Employment Opportunity policy is followed when making decisions relating to recruiting, hiring, training or promoting qualified persons.

II. RETALIATION

The University prohibits retaliating against individuals who make a good faith complaint pursuant to this policy or in any manner assists with the investigation of a complaint. Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of provisions of Section 503 of Rehabilitation Act of 1973, as amended (Section 503), any other Federal, State or local law requiring equal opportunity for disabled persons, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other Federal, State or local law requiring equal opportunity for covered veterans;

(3) opposing any act or practice made unlawful by Section 503 or its implementing regulations or any other Federal, State or local law requiring equal opportunity for disabled persons or VEVRAA or its implementing regulations or any other Federal, State or local law requiring equal opportunity for covered veterans; or (4) exercising any other right protected by Section 503, VEVRAA or their implementing regulations in this part.

III. ADMINISTRATION

This policy, and the University's affirmative action program ("AAP"), have the full support of the President, the Board of Trustees, and the University's senior leadership team. Together they establish and implement both this policy and the program. The President of the University has overall responsibility for implementation of the Equal Opportunity Policy and the AAP. The President delegates the administration of the policy and the AAP to the Director of Employment Practices/Diversity through the Office of General Counsel. It is the Director's responsibility to publish and to administer the program.

The University's Affirmative Action Plans are available for review by any employee or applicant for employment upon request by contacting the Director of Diversity and Employment Practices.

Source:

University Regulation 3; adopted 1/22/10 Board of Trustees meeting

Revisions adopted 11/16/12 Board of Trustees meeting

Revisions adopted 7/17/14 Board of Trustees meeting

Revisions adopted 9/12/14 Board of Trustees meeting