

# Admission Information

## I. Undergraduate Admission

UW Welcomes all students to apply and will consider each student based on their individual academic achievement. Students may apply for admission up to one year before they intend to enroll online at [www.uwyo.edu/apply](http://www.uwyo.edu/apply). Admission decisions are made on a rolling basis as soon as all application materials are received in the Admissions Office. To avoid delays and complications, all application materials should be on file in the Admissions Office at least 30 days before the beginning of the semester.

### Required Admission Application Materials

- Online application completed at [www.uwyo.edu/apply](http://www.uwyo.edu/apply)
- \$40 non-refundable undergraduate application fee
- Official high school and/or college transcripts
- Official standardized test scores (ACT or SAT)

ACT or SAT results are required for new freshman, applicants under 21 years in age, and used for admission, math placement, academic advising and academic scholarship consideration. High school students should take the ACT or SAT during the spring of their junior year or fall of their senior year. To be considered official, scores need to be submitted to UW directly from the testing agency or on the high school transcript. Writing sections in both the ACT and SAT are not considered as part of the admission requirements.

All official student transcripts must be sent directly to the Admissions Office by the originating institution. A final, official high school transcript indicating the graduation date is required post-graduation to complete admission requirements. UW Admissions only accepts faxed transcripts from Wyoming community colleges.

**Orientation:** All new freshmen and transfer students are strongly encouraged to attend new student orientation prior to their first UW semester. Sessions provide students with an opportunity to meet faculty and staff, plan an academic schedule, explore credit transfer, discuss college life, and register for courses. Additional information on orientation is available at [www.uwyo.edu/orientation](http://www.uwyo.edu/orientation).

## A. New Freshmen

### 1. Assured Admission

To qualify for assured admission to the University of Wyoming, high school graduates who are first-time college students or college transfers with fewer than 30 transferable semester credit hours, must meet the following minimum admission requirements.

**1a. High School Graduates:** Cumulative high school unweighted grade point average of 3.0 or above based on a 4.0 grading scale, and an ACT test score of at least 21 or a SAT test score (verbal and math scores) of at least a 980.

**1b. Graduates with less than 30 transferable college credit hours:** Cumulative transferable college GPA must be at least 2.0; submit your high school transcript, ACT or SAT test score, and meet 1a.

**1c. Home Schooled must meet the same requirements as high school graduates;** submit transcripts and ACT or SAT test scores. Home schooled students must also submit a Home School Credit Evaluation Form completed by their instructor and available at [www.uwyo.edu/admissions/freshman/requirements.html](http://www.uwyo.edu/admissions/freshman/requirements.html).

### 2. Completion of at least 19 high school units in the following pre-college curriculum (a unit=1 year):

#### English

Four units of English or their competency-based equivalents are required, of which at least three units must have a substantial writing component. Speech and other communication-based courses which contain “a substantial writing component” may be used to meet this requirement.

#### Mathematics

Four units of mathematics or their competency-based equivalents are required, to include the concepts of a college preparatory Algebra I, Algebra II, Geometry sequence. It is strongly recommended that Algebra II, Geometry or a higher level math course be taken during the senior year of high school.

#### Science

Four units of science or their competency-based equivalents are required. At least one of the units must be from the physical sciences—physics, chemistry, or a college preparatory physical science course. The other two units may be from any combination of biological, life, physical or earth/space science.

#### Social Science

Three years of social studies or their competency-based equivalents are required, to include a combination of the following subject matter: World History, American History, Geography, American Government; or Economic Systems and Institutions.

#### Foreign Language

Two sequenced years of the same foreign language.

#### Electives

Two units of additional coursework chosen from any of the following subjects: fine and performing arts, social and behavioral studies, humanities, additional foreign language, or career-technical course.

## 2. Admission With Support

Admission with support will be granted to first-time college students or students with fewer than 30 transferable semester credit hours who do not qualify for assured admission, but who satisfy the following requirements.

- Submit official ACT or SAT test scores.
- Graduates of state accredited high schools who have a cumulative unweighted high school grade point average of
  - 2.5-2.99OR
  - 2.25-2.49 with a minimum composite ACT test score of 20 or SAT score of 960 (math/critical reading combined)
- Completion of the pre-college curriculum with no more than two deficiencies. In addition, no more than one deficiency can be in each of the pre-college curriculum categories.

### Terms of Admission With Support

Space in the Synergy program is limited; applicants admissible under this category are encouraged to apply early.

Students admitted with support will be a part of the Synergy Program and may access information at [www.uwyo.edu/synergy](http://www.uwyo.edu/synergy). It is strongly recommended that students stay within 12-15 credit hours in

their first semester. Students who wish to go above 15 hours should contact the Synergy Coordinator at 307-766-4322 or synergy@uwyo.edu to discuss an exception.

## **Holistic Alternative Admissions**

### **Exception Process**

Students who do not meet the qualification for assured admission or admission with support may be evaluated for admission under the Holistic Alternative Admission process. Please see [www.uwyo.edu/admissions](http://www.uwyo.edu/admissions) in the admission requirement section for more information.

## **B. Undergraduate Transfer Students**

College transfer students with 30 or more transferable semester credit hours must have a 2.0 or higher cumulative grade point average for admission to UW. College students interested in transferring to UW should go online to [www.uwyo.edu/transfer](http://www.uwyo.edu/transfer).

Applicants who have taken college-level course work and desire to transfer to the University of Wyoming should apply for admission and have one official transcript from each previously attended college or university sent directly to the Admissions Office. Course work from regionally accredited institutions will be evaluated by the Office of the Registrar.

Transfer students with less than 30 transferable semester hours must also have an official copy of their high school transcript sent directly to the Admissions Office by their former high school. Transfer students under age 21, who have less than 30 transferable credit hours, must also have their ACT or SAT results sent to the UW Admissions Office.

### **Admission Exception Process**

College transfer students who do not meet the 2.0 grade point average requirement for admission to UW may initiate a request for admission by exception. Applicants should describe in writing the rationale for their specific exception request and send the request to the Admissions Office.

Students working toward a second bachelor's degree are considered undergraduate students and are subject to all undergraduate policies and regulations.

## **C. International Undergraduate Applicants**

The University of Wyoming will admit international students who meet admission requirements. Application deadlines are June 1 for fall semester, November 1 for spring semester and April 1 for summer session. The \$40.00 non-refundable undergraduate application fee must be received before the application will be processed.

1. Supply official, attested academic records and examination results. The records should be sent directly to the Admissions Office by the school attended. Applicants must also provide an English translation of all required academic records, and complete all applications and correspondence in English.
2. Provide proof of satisfactory English ability if student's native language is not English. This can be done by providing official score reports from TOEFL or IELTS. The minimum acceptable TOEFL score is 71 iBT for most majors, 80 iBT for Engineering or a 90 iBT for Nursing with minimum skill scores of 21 for Reading and Listening, 25 for speaking and 23 for Writing. The minimum acceptable IELTS score for most majors is 6.0 with a 6.5 required of prospective Engineering students. Contact Admissions (Admissions@uwyo.edu) to inquire about other possible alternatives to the TOEFL and IELTS.

3. Provide evidence of adequate financial resources to pay the total cost of their education. The Confidential Financial Statement for undergraduate international applicants can be found online at <http://www.uwyo.edu/admissions/international/requirements-first-year.html>.
4. Official ACT or SAT results are recommended, but not required for international applicants.
5. Proof of immunization for measles, mumps, rubella (MMR) and testing for tuberculosis are required prior to registration.

## **D. General Educational Development (GED) Certificate Holders**

Undergraduate applicants with GED credentials should contact the University's Office of Admissions for specific application requirements.

## **E. Adult Nontraditional Students**

Nontraditional admission requirements are:

1. Minimum age of 25;
2. Minimum of three years since last enrollment in college courses, except correspondence;
3. Send official copy of high school transcript or GED scores and any college transcripts directly to the UW Admissions Office by the previous institutions.
4. Students admitted under this policy are undeclared majors and will receive their initial academic advising from the Center for Advising and Career Services in 228 Knight Hall, (307) 766-2398.
6. Students considered for adult nontraditional admission must have had a 2.0 or higher grade point average in high school.
7. Neither ACT nor SAT scores are required for students over 21.

## **F. High School Guest Students**

High school seniors and juniors will be considered for admission to UW as high school guests. The following requirements must be met:

1. Complete a UW High School Guest application;
2. Have an official copy of the most recent high school transcript, showing an overall GPA of at least 3.0 sent directly to the Admissions Office;
3. Submit a positive written recommendation from the high school counselor or principal;
4. Submit available ACT or SAT scores.

If high school guest admission is granted, it is for one semester at a time. Subsequent enrollment requires the most recent transcript and new written permission from the high school. High school guests may take up to 6 credit hours per semester. Advising will be provided by the Center for Advising and Career Services in 228 Knight Hall, (307) 766-2398.

## **G. Undergraduate Non-Degree Student**

1. Must complete and submit a Non-Degree Student application and pay a non-refundable \$40.00 application fee.
2. Transcripts and test scores are not required for non-degree status.
3. Non-degree students may enroll in a maximum of 7 credit hours per semester (maximum of two courses). Only 12 credit hours taken in this status may be used towards a UW degree.
4. Admission with non-degree status is not available to international students or students on suspension.

5. Students admitted with non-degree status are assessed tuition and fees at the same tuition rate as degree-seeking students.
6. Students admitted with non-degree status do not qualify to receive financial aid.

## II. Graduate Admission

### A. Graduate Applicants

Prospective students are encouraged to consult with their respective academic department regarding the admission process before making a formal UW application.

Applicants must submit the UW graduate application and the non-refundable application fee. One set of official transcripts must be sent directly to the UW Admissions Office from each previous collegiate institution.

Domestic applicants must have completed at least a bachelor's degree from a regionally accredited institution. All applicants should have at least a 3.0 cumulative GPA (scale of 4.0).

Applicants whose department requires the Graduate Record Examination (GRE) must request official scores be sent to the Admissions Office directly from the Educational Testing Service (ETS). Our institution code with ETS is 4855. A score of at least 150 on the verbal reasoning section and a score of at least 141 on the quantitative reasoning section is required, (for doctoral programs a score of at least 153 on the verbal reasoning section and a score of at least 144 on the quantitative reasoning section is required).

Some departments may require scores from the Graduate Management Admission Test (GMAT), rather than the GRE, with a minimum score of 500.

Please note that some departments require higher GRE/GMAT scores than what is required by the Admissions Office.

Letters of recommendation may also be required by some departments.

Graduate applicants should contact the respective academic departments for questions concerning application status, degree program requirements, deadlines, and supplemental application materials they may require.

Students admitted with graduate standing may elect to take any undergraduate or graduate courses for which they are prepared, subject to restrictions as outlined in the *University Catalog*. However, tuition will be assessed at the graduate level for all courses taken with graduate status. Admission to graduate study does not automatically make a student a candidate for an advanced degree.

*Note:* Students working toward a second bachelor's degree are not considered graduate students and are subject to all undergraduate regulations.

### B. International Graduate Applicants

All graduate international students must also submit the following in addition to application materials required by the Academic Department.

1. Provide proof of satisfactory English ability if student's native language is not English. This can be done by providing official score reports from TOEFL or IELTS. The minimum acceptable TOEFL score is 540 (76 iBT). The minimum acceptable IELTS score is 6.5. Contact Admissions (Admissions@uwyo.edu) to inquire about other possible alternatives to the TOEFL and IELTS.

2. As with the GRE/GMAT scores, many departments may require a higher level of English proficiency than what is required by the Admissions Office.
3. Provide evidence of adequate financial resources to pay the total cost of their education. The Confidential Financial Statement for undergraduate international applicants can be found online at <http://www.uwyo.edu/admissions/international/requirements-first-year.html>. Students who are awarded a full graduate assistantship may not need to provide this documentation.

### C. Graduate Non-Degree Student

1. Must complete and submit a Non-Degree Student application including non-refundable \$50.00 application fee.
2. Transcripts are required for proof of undergraduate degree for non-degree status, and must be submitted to the Admissions Office.
3. Non-degree students may enroll in a maximum of 7 credit hours per semester (maximum of two courses). Only 12 credit hours taken in this status may be used towards a UW degree. This 12-credit hour rule may be decreased if prior courses were reserved for graduate credit as either an undergraduate or as non-degree student.
4. Admission with non-degree status is not available to international students or students on suspension.
5. Students admitted with non-degree status are assessed tuition and fees at the same tuition rate as degree-seeking students.
6. Students admitted with non-degree status do not qualify to receive financial aid.
7. Non-degree graduate students who decide to pursue a degree must apply to and be accepted by their respective graduate program and the Admissions Office.

## III. College of Law Admission

(307) 766-6416

E-mail: [lawadmis@uwyo.edu](mailto:lawadmis@uwyo.edu)

Web site: [www.uwyo.edu/Law/](http://www.uwyo.edu/Law/)

Admission to the professional curriculum of law is granted by the College of Law Admissions Committee. The College of Law reserves the right to restrict the number of entering students to a class size consistent with its facilities and its educational objectives. Additional information and requirements are provided on the College of Law website ([www.uwyo.edu/law](http://www.uwyo.edu/law)).

1. Complete the electronic University of Wyoming College of Law Application for Admission through LSAC between October 15 and June 10. Applications received by December 15 will be considered for early admission.
2. Submit the application fee online through the College of Law website or by sending a check or money order to the College of Law.
3. Applicants must have a bachelor's degree from an accredited college or university (subject to some limited exceptions).
4. Take the Law School Admission Test (LSAT) administered by the Law School Admission Council (LSAC) no later than the February administration. The LSAT is given four times each year at numerous locations within and outside of the United States. Information about the test, dates, test locations and application form may be obtained from LSAC, Box 2000, Newtown, PA 18940-0998, (215) 968-1001, or on the Web at [www.lsac.org](http://www.lsac.org).

5. Register with LSAC's Credential Assembly Service (CAS) between September and January. Registration with CAS can be completed through the LSAC website ([www.lsac.org](http://www.lsac.org)). An official transcript from each college attended must be sent directly to CAS. It is advisable to register with CAS at the same time one registers for the LSAT. CAS prepares a report and forwards a copy to each law school to which application has been made. Applicants do not send transcripts directly to the College of Law until they are admitted. For more information about CAS, go to [www.lsac.org](http://www.lsac.org).
6. International students must supply current TOEFL scores. Minimum scores required for admission are 600 on the written exam or 100 on the internet-based exam. International students must take the LSAT exam and register with the Law School Admissions Council ([www.lsac.org](http://www.lsac.org)). If a transcript analysis will not be provided by the LSAC for any foreign educational institutions attended, official transcripts must be provided with an English translation.

#### **IV. WWAMI Medical Education Program**

WWAMI is a contract program between the University of Wyoming and the University of Washington for medical education. Admission is twofold.

1. Applicants must be certified residents of Wyoming. To be eligible for certification, the applicant or parent or guardian must be a legal resident of the State of Wyoming for five continuous years immediately prior to enrolling at the University of Washington. Applications for certification are located at [www.uwyo.edu/hs/wiche-wwami-wydent-program/index.html](http://www.uwyo.edu/hs/wiche-wwami-wydent-program/index.html) and are due no later than October 15 of the year preceding the anticipated start date of medical school. Participants pay reduced tuition and must either pay back the money expended on their behalf plus interest or practice medicine in Wyoming for three years.
2. Applicants apply to the University of Washington School of Medicine through the usual procedures and are subject to criteria established by the University of Washington.

Information may be obtained from the College of Health Sciences, Preprofessional Advising Office, Dept. 3432, 1000 E. University Ave., Laramie, WY 82071; (307) 766-6704 or (307)766-3499 or [certoff@uwyo.edu](mailto:certoff@uwyo.edu).

#### **V. WYDENT Dental Education Program**

WYDENT is a contract program between the University of Wyoming and the University of Nebraska College of Dentistry and Creighton University School of Dentistry for dental education. Admission is twofold.

1. Applicants must be certified residents of Wyoming. To be eligible for certification, the applicant or parent or guardian must be a legal resident of the State of Wyoming for five continuous years immediately prior to enrolling in dental school. The application for certification is located at <http://www.uwyo.edu/hs/wiche-wwami-wydent-program/index.html> and is due no later than October 15 of the year prior to the anticipated start date in dental school. Participants pay reduced tuition and must either pay back the money expended on their behalf or practice dentistry in Wyoming for three years.
2. Applicants must apply to the dental schools through the usual procedures and are subject to admission criteria established by the dental schools.

Information is available from the College of Health Sciences; Preprofessional Advising Office; Dept. 3432, 1000 East University Av; Laramie WY 82071 (307) 766-6704 or (307) 766-3499 or [certoff@uwyo.edu](mailto:certoff@uwyo.edu).

#### **VI. School of Pharmacy Admission**

Admission to the preprofessional pharmacy program is through the university admission process described previously.

Admission to the professional curriculum leading to the entry-level professional Doctor of Pharmacy (Pharm.D.) degree is granted by the Dean of the School of Pharmacy upon the advice of the School of Pharmacy Admissions Committee. The application process requires that students apply to the School of Pharmacy using Pharm CAS, for more information about PharmCAS log on to [www.Pharmacas.org](http://www.Pharmacas.org). The application deadline is February 1st for fall admission. Admission to the professional program is limited and competitive. For further information, contact the School of Pharmacy, Dept. 3375, 1000 E. University Ave., Laramie, WY 82071; (307) 766-6132.

#### **VII. Other Information**

##### **Western Interstate Commission for Higher Education (WICHE)**

The Western Interstate Commission for Higher Education (WICHE) was created in 1953 by the governors and legislators of the western states. The primary commitment is to provide access to educational programs through interstate cooperation. Wyoming provides opportunities for qualified residents in the following programs:

*Professional Student Exchange Program (PSEP)* offers certified Wyoming residents access to professional education in the fields of dentistry, medicine, occupational therapy, optometry, osteopathic medicine, physical therapy, physician's assistant, podiatry, and veterinary medicine. To be eligible for certification, the applicant must be a legal resident of the State of Wyoming for one year immediately prior to enrolling in professional school. Applications for certification are located at [www.uwyo.edu/hs/wiche-wwami-wydent-program/index.html](http://www.uwyo.edu/hs/wiche-wwami-wydent-program/index.html) and are due no later than October 15 of the year preceding the anticipated start date of professional school. Applicants who are accepted to a professional program and who receive state support pay reduced tuition. In all fields except veterinary medicine, students receiving state support must either pay back the money expended on their behalf, or practice in their fields in the state of Wyoming for three years. State support is dependent on continued appropriations from the Wyoming State Legislature.

*Western Regional Graduate Program (WRGP)* allows graduate students who are residents of member states of the Western Interstate Commission for Higher Education (WICHE) to enroll in approved graduate programs and pay resident tuition.

Residents from the following states are eligible to apply\* for the WRGP (resident tuition) rate at participating programs at the University of Wyoming (or offered by another public institution outside of the resident's home state): Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, South Dakota, Utah, Washington, the Commonwealth of the Northern Marianas Islands, and Guam. The following graduate programs at the University of Wyoming participate in WRGP:

- American Studies/Historic Preservation
- Haub School of Environment & Natural Resources
- Infrared Astrophysics
- Nurse Educator
- Nursing Practice
- Social Work

\*IMPORTANT NOTE: WRGP tuition waivers are limited. Applicants should apply for WRGP early for priority consideration. Academic eligibility requirements vary by program. Contact the department for more information on how to apply for the reduced rate. Please note, you must apply for the WRGP rate prior to the start of your first semester.

NOTE: Wyoming residents are eligible to apply for the WRGP resident tuition rate at participating programs located outside of Wyoming. For a full list of participating programs, visit <http://www.wiche.edu/wrgp> or <http://wiche.edu/info/publications/wrgpHandout.pdf>.

*Western Undergraduate Exchange (WUE)* allows residents of participating states and territories to attend a participating institution at reduced cost of 150% of the institution's resident tuition. Not all institutions in the participating states offer WUE opportunities.

The University of Wyoming invites competitive applicants from participating states and territories and awards WUE to highly qualified students. Information can be obtained from the UW Admissions Office.

Information about WICHE programs may be obtained from the WICHE Certifying Office; Dept. 3432, 1000 E. University Ave.; Laramie, WY 82071; (307)766-6704 or (307)766-3499 or [certoff@uwyo.edu](mailto:certoff@uwyo.edu) or WICHE Student Exchange Program, 3035 Center Green Drive, Suite 200; Boulder, CO 80301-2204, (303) 541-0214 or <http://www.wiche.edu/studentexchange>.

## Wyoming Senior Citizen Policy

Wyoming senior citizens, age 65 and over, who have been admitted to UW may enroll in university courses on a space available basis at no cost upon presentation of evidence of age and Wyoming residence prior to the beginning of the term in which classes will be taken.

Since standard registration fees will not be assessed, additional student benefits will not be available under the senior citizen policy. Alternatively, full-time senior citizen students wishing to receive student benefits may enroll and pay regular registration fees.

## Board of Trustee Retirement Benefits

Beginning Spring 2002, official board retirees may attend University of Wyoming classes on a space available basis at no cost. To qualify for this benefit, you must be an official board retiree, 25 years of university service or age 60 with 15 years of immediately preceding university service.

## Readmission

Readmission is the process for former University of Wyoming students to again be admitted to the university. Former UW students who have attended another college since their last UW enrollment must have one official transcript from each college sent directly to the UW Admissions Office. Undergraduate students who are returning to UW after an absence of one semester or longer should complete an application for admission at least 30 days prior to registration, thereby allowing sufficient time to avoid delays in registration.

**Academic Reinstatement:** Former students who are on academic suspension at UW must petition for reinstatement through the dean of their college. A petition for reinstatement must be submitted no later than 15 days before the beginning of the semester or summer term in which the student wishes to register. A petition received after this deadline may not be processed until after the regular registration period.

**Academic Renewal:** An undergraduate student who returns to UW and has not completed a college course at UW (excluding flexible enrollment [correspondence study]), during the previous five years, will have the option of continuing his or her earlier UW cumulative GPA or commencing a new cumulative GPA under the Academic Renewal policy. Interested students must submit the Academic Renewal Application Form (which can be obtained in the Office of the Registrar) to the registrar no later than ten class days before the last day of classes of the semester in which the student returns to UW.

The entire UW transcript will remain intact. A note indicating the policy will precede the new part of the UW transcript if the student opts for academic renewal. At the discretion of the academic department in which the student is enrolled, credit hours for which the student earned the grade of C or better may be applied toward the completion of the degree requirements. The list of any departmentally approved courses must be indicated on the Academic Renewal Application Form when initially submitted to the registrar. No further changes may be requested.

A student's GPA and completed courses that were applied to a baccalaureate degree are not eligible for academic renewal.

## Residency Student Classification

The following Trustee regulations govern the classification of students at the University of Wyoming as resident or non-resident for tuition purposes, and shall be administered by the Registrar. (Trustee Regulation, Chapter VIII, Section 3.)

## Student Classification for Tuition Assessment

The University of Wyoming assesses tuition for Wyoming residents at the in-state rate and non-residents are charged out-of-state tuition based on guidelines established by the Board of Trustees. The following guidelines shall be administered by the university to govern University of Wyoming students for purposes of in-state or out-of-state tuition assessment for courses of study offered at the university. University-sponsored courses of study arranged with institutions outside Wyoming may have different residency requirements. For the purposes of determining whether a student qualifies for in-state or out of state tuition, please look over the guidelines outlined at [www.uwyo.edu/registrar/general\\_information/residency.html](http://www.uwyo.edu/registrar/general_information/residency.html).

# Problem Resolution

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## Apply Now - Apply Online

**New students or students who have not attended UW for more than 3 semesters may apply for admission using our online applications.**

**Whether you are an undergraduate or graduate student, degree seeking or enrichment, access the following web site to complete your online application.**

**[www.uwyo.edu/admissions](http://www.uwyo.edu/admissions)**

The University of Wyoming is built upon a strong foundation of integrity, respect, and trust. All members of the university community have a responsibility to be honest and the right to expect honesty from others. Any form of academic dishonesty is unacceptable to our community and will not be tolerated.

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### **Problem Resolution**

Experience has shown that the best and quickest way to resolve a problem is to contact the person or office involved. We therefore recommend that if you have a problem you take it directly to the faculty member, department head, director, or manager of the unit involved. If you do not know with whom to discuss your problem or feel you need additional assistance, you may contact the Dean of Students Office, 128 Knight Hall, or phone them at (307) 766-3296. The Dean of Students Office staff will assist you and/or refer you to the proper person.

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*The University of Wyoming is an affirmative action/equal opportunity employer and institution and does not discriminate on the basis of race, color, religion, sex, national origin, disability, age, veteran status, sexual orientation, and political belief in any aspect of employment or services. The institution's educational programs, activities, and services offered to students and/or employees are administered on a nondiscriminatory basis subject to the provisions of all civil rights laws and statutes. Evidence of practices that are not consistent with this policy should be reported to the Employment Practices Officer (307) 766-3459.*