Standard Administrative Policy and Procedure

Subject: Equal Opportunity and Prohibited Efforts Statement

I. PURPOSE AND POLICY

The University of Wyoming recognizes that a fair and open academic environment is essential to carry out its mission to promote education, research, innovation, engagement, and service. The University is continually striving to cultivate a diverse academic community through the recruitment and retention of students, faculty, and staff. The University is committed to programs, activities, and functions sponsored by the University that further the University’s mission.¹ Prohibited efforts include advocating, promoting, or funding a program, activity, or function that:

A. Advantages or disadvantages, or attempts to advantage or disadvantage an individual or group on the basis of race, color, sex, national origin, gender identity, or sexual orientation, to equalize or increase outcomes, participation or representation as compared to other individuals or groups; or

B. Promotes the position that the action of a group or an individual is inherently, unconsciously, or implicitly biased, privileged or inherently superior or inferior on the basis of color, sex, national origin, gender identity, or sexual orientation.

C. Excluded from the efforts defined above are the following:

1. Requirements necessary for athletic and accreditation compliance;

2. Academic freedom, including research, teaching, and learning;

3. Training students and employees on the non-discrimination requirements of state and federal law;

4. Requirements necessary to establish or maintain eligibility for or compliance with any State or federal programs or laws, including equal opportunity;

¹ This policy does not apply to external parties unaffiliated with the University who use University facilities pursuant to UW Regulation 6-4 (Use of University Buildings, Grounds, and Services).
5. Requirements for access programs for military veterans, Pell Grant recipients, first generation college students, nontraditional students, transfer students, low-income students, or students with disabilities;

6. Private scholarships administered by an institution other than UW (not including those matched with state-appropriated dollars);

7. Student fees to support student-led organizations and their use of faculty and staff sponsors and University facilities;

8. Constitutionally protected speech or actions; and

9. Expenditure of funds used for de minimus administrative activities not unique to any one program or activity (e.g., utilities, facilities use, etc.)