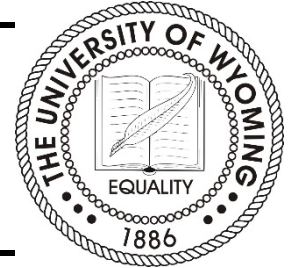

UNIVERSITY OF WYOMING REGULATIONS

Subject: Equal Education and Employment Opportunity

Number: UW Regulation 4-1



I. PURPOSE

The University of Wyoming is committed to equal opportunity for all persons in all facets of the University's operations and is an Equal Opportunity/Affirmative Action Employer.

II. POLICY

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 status and belief, pregnancy, or any other applicable protected category or participation in any protected activity. The University's nondiscrimination policy applies to all matters relating to its education programs and activities including 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 applicable state and federal statutes, regulations, and Executive Orders related to equal opportunity and has an audit and reporting system to facilitate compliance.

III. PROHIBITION OF RETALIATION

The University prohibits retaliating against individuals who make a good faith complaint or report pursuant to this policy or in any manner participates in an investigation of a complaint or report. It is a violation of this policy to harass, intimidate, threaten, coerce or discriminate against an individual because the individual has engaged in or may engage in any of the following activities: (1) filing a complaint or making a report; (2) assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of any Federal, State or local law requiring equal opportunity; (3) opposing any act or practice made unlawful by any Federal, State or local law related to equal opportunity; or (4) exercising any other right protected by any Federal, State, or local law related to equal opportunity.

To be considered retaliation, a causal connection is required between a materially adverse action and the act of (1) reporting an allegation of discrimination or harassment; or (2) participating in support of an investigation of discrimination or harassment. A materially adverse action is one that would dissuade a reasonable person from reporting an allegation

of discrimination or harassment, or participating in support of an investigation of an allegation of discrimination or harassment. A determination of whether an action is materially adverse is made on a case-by-case basis.

IV. DELEGATION OF AUTHORITY

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 education, recruiting, hiring, training or promoting qualified persons.

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 AAP to Human Resources.

The University's AAPs are available for review by any employee or applicant for employment upon request by contacting Human Resources.

Effective Date: July 1, 2018

Responsible Division/Unit: Office of the President

Source: Titles VI and VII of the Civil Rights Act of 1964, as amended; related Executive Orders 11246 and 11375; Title IX of the Education Amendments Act of 1972; Sections 503 and 504 of the Rehabilitation Act of 1973; Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Pregnancy Discrimination Act of 1978; the Americans with Disabilities Act of 1990; the Civil Rights Act of 1991; the ADA Amendments Act of 2008; the Genetic Information Nondiscrimination Act of 2008; and relevant orders of the Secretary of Labor and the Office of Federal Contract Compliance Programs (OFCCP).

Links: <http://www.uwyo.edu/regs-policies>

Associated Regulations, Policies, and Forms: UW Regulation 4-2 (Discrimination and Harassment) and Policy on Equal Access to Restrooms and Other Facilities.

History:

University Regulation 3; adopted 1/22/2010 Board of Trustees meeting
Revisions adopted 11/16/2012 Board of Trustees meeting
Revisions adopted 7/17/2014 Board of Trustees meeting
Revisions adopted 9/12/2014 Board of Trustees meeting
Revisions adopted 9/13/2017 Board of Trustees meeting (effective 7/1/2018: previously UW Regulation 1-3, now UW Regulation 4-1)
Revisions adopted 11/21/2024 Board of Trustees meeting
Equal Education and Employment Opportunity