

# Regulations Library

## The University of Utah

Policy: 5-106 Rev: 8

Date: July 1, 2009

# Policy 5-106: Equal Opportunity and Nondiscrimination Employment

## I. Purpose

To summarize the University's policy of equal opportunity and nondiscriminatory employment practices.

## II. References

**Policy 5-001**, Personnel Definitions

**Policy 5-118**, Staff Employment Policy

**Policy 5-210**, Discrimination Complaints

**Policy 6-400**, Student Code

**Policy 6-316**, Code of Faculty Responsibility

## III. Policy

### A. Equal Employment Opportunity

1. The University of Utah is an "Equal Opportunity Employer," and is fully committed to the principle of nondiscrimination in all employment-related practices and decisions, including, but not limited to, recruitment, hiring, supervision, promotion, compensation, benefits, termination, and all other practices and decisions affecting university employment status, rights, and privileges.
2. University executive, administrative, academic, and supervisory officers exercising personnel management responsibilities are required to take vigorous and appropriate action to assure that all employment-related practices and decisions are made without discrimination, harassment, or prejudicial treatment because of race, ethnicity, color, religion, national origin, sex, sexual orientation, gender identity/expression, age, or status as a disabled person, disabled veteran, or veteran of the Vietnam era.
3. All employment-related practices and decisions within the University shall, to the maximum feasible extent, be instituted and administered in a fair and equitable manner, using only legally valid job-related criteria and standards, including but not limited to experience, training, education, skills, and potential for successful job performance and upward mobility.
4. All University facilities used by or available to University employees or applicants for employment shall be maintained and operated on a nonsegregated and nondiscriminatory basis.

### B. Affirmative Action

1. The University will pursue a vigorous program of affirmative action in all job

classifications to the extent allowed by law.

2. The University's approved Affirmative Action Program, as amended and modified yearly, shall be made available to all University personnel. All members of the university community are expected to support the Affirmative Action Program and to further its objectives in ways consistent with University Policies and Procedures.

#### IV. Procedure

##### A. Office of Equal Opportunity and Affirmative Action

The Director of the Office of Equal Opportunity and Affirmative Action reports directly to the Vice President of Human Resources, and is assigned to oversee and implement the mandates of this policy.

##### B. Noncompliance

The University has established appropriate grievance procedures to investigate and settle complaints by employees claiming they have been subjected to discriminatory treatment in violation of University policy. (See **Policy 5-210**.) In addition, it is a violation of University policy for any University officer or employee to retaliate in any manner against an employee because of the filing of a discrimination complaint or because of supporting or assisting in the filing or investigation of such a complaint.

#### V. Contact

Policy Officer:

Chief Human Resource Officer, 801-585-0928

Policy Owner:

Manager - Equal Opportunity/Affirmative Action, 801-581-8365

#### VI. History

Renumbering: Renumbered as Policy 5-106 effective 9/15/2008, formerly known as PPM 2-6.

Revision history:

##### 1. Current version: Revision 8

Approved by Academic Senate (represented by the Executive Committee): June 1, 2009

Approved by Board of Trustees: June 9, 2009

##### **Legislative History of Revision 8**

##### 2. Earlier versions:

**Revision 7:** effective dates March 17, 2004 to June 30, 2009

**Revision 6:** effective dates October 28, 1991 to March 16, 2004