

Policy 2-6 Rev. 1
Date: July 31, 1995

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**Subject: EQUAL OPPORTUNITY AND NONDISCRIMINATION EMPLOYMENT
GENERAL POLICY STATEMENT**

The University of Utah is fully committed to policies of equal opportunity and nondiscrimination. Accordingly, the University prohibits illegal discrimination or harassment of employees, students, or participants. Statutes cover race, color, religion, national origin, sex, age, or status as an individual with a disability, disabled veteran, or veteran of the Vietnam era. University policy also includes sexual orientation. In addition, the University pursues a vigorous program of affirmative action to ensure equality of opportunity in all aspects of employment. All University administrative and supervisory personnel are required in turn to assure that this policy will be furthered by imposing only valid requirements for employment decisions and for promotion opportunities and to see that all personnel actions, such as compensation, benefits, transfers, layoffs, institutionally sponsored training, education, tuition assistance, social and recreational programs, will be instituted and administered so as to comply with the standard of fairness and nondiscrimination which are the basis for the Equal Opportunity Policy.

Enhancing diversity and promoting equality of opportunity are in the best interests of both the University community specifically and society generally. We have an obligation to be aware of and responsive to an increasingly multicultural society. University faculty, staff and students share a personal responsibility for the implementation of this policy. Under the direction of the central administration, the University will continue to evaluate and upgrade its reporting and monitoring procedures as an essential means of assuring compliance. Kaye M. Coleman, Director of the Office of Equal Opportunity and Affirmative Action for the University, reports directly to the Vice President for Budget and Planning and is assigned direct staff responsibility for assisting the line officers in the implementation of this policy and for programs related to it.

All members of the University community are expected to familiarize themselves with the University's Affirmative Action Program and to further its objective in ways consistent with University policies and procedures.

Arthur K. Smith, President

Date