

Policy: 2-6 Rev: 6
Date: October 28, 1991

Subject: **EQUAL OPPORTUNITY AND NONDISCRIMINATION EMPLOYMENT**

I. PURPOSE

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

II. REFERENCES

[PPM No. 2-2.1](#), Staff Employment Policy

[PPM No. 2-32](#), Discrimination Complaints

[PPM No. 8-10.1](#), University Regulations, Chapter X, Student Code

[PPM No. 8-12.4](#), University Regulations, Chapter XII, 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, color, religion, national origin, sex, sexual orientation, age, or status as a handicapped 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 assure, to the maximum feasible extent, that all qualified persons will have access to and equal opportunity for university employment and promotion, without regard for race, color, religion, sex, age, national origin, or status as a handicapped person, disabled veteran, or veteran of the Vietnam era.
2. The university's approved Affirmative Action Program, as amended and modified from time to time, shall be made available to all university personnel. All members of the university community are expected to familiarize themselves with the Affirmative Action Program and to further its objectives in ways consistent with university policies and procedures.

IV. PROCEDURE

A. Office of Equal Opportunity

The Director of the Office of Equal Opportunity reports directly to the President of the university, and is assigned direct staff responsibility for coordinating and monitoring, and for assisting line officers, in the implementation of this policy.

B. Noncompliance

The university has established appropriate grievance procedures to investigate and settle complaints by employees claiming to have been denied the benefits of this equal opportunity and nondiscriminatory employment policy. See [PPM 2-32](#). 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 or equal opportunity grievance complaint or because of the giving of support or assistance to an employee in connection with the filing of such a complaint.

Approved: Academic Senate 5/6/91
Board of Trustees 7/15/91