

 <p>Category: Human Resources</p> <p>Policy applicable for: Faculty/Staff</p>	<p><i>Policy Title:</i> Non-Discrimination and Affirmative Action</p> <p>Effective Date: 1/1/2011 – 12/31/13</p> <p>Prior Effective Date: 8/2005</p>	<p><i>Policy Number:</i> 11-01</p> <p>Policy Owner: Sr. VP for Administration and Finance</p> <p>Responsible Office(s): Human Resources/Office of Equal Opportunity</p>
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Background

The university is committed to excellence and diversity in our faculty and staff. A fundamental component to achieving diversity is ensuring equal opportunity for all through affirmative action and by providing an inclusive environment free from invidious discrimination in all its forms. This policy applies to employees who are not covered by a collective bargaining agreement or for whom the agreement contains no provision regarding this subject.

Definition(s)

1. Invidious Discrimination is discrimination on the basis of race, color, religion, national origin, ancestry, disability, medical condition, genetic information, marital status, sex, age, sexual orientation, veteran status or gender identity and expression.
2. Affirmative Action is the good faith effort to achieve full utilization of women and minority groups at all levels and in all areas of the university.

Policy

1. Invidious discrimination shall not be tolerated.
2. Where past or present discrimination continues to have an adverse impact upon protected class members such as minority groups, women, disabled, veterans or disabled veterans, the university will take affirmative action in carrying out its policy of non-discrimination and equal opportunity for all.

Procedure

1. Allegations of invidious discrimination should be made to the Office of Equal Opportunity (OEO).
2. The OEO shall investigate and resolve complaints.

Related links: www.uc.edu/hr/equal_opportunity.html

Phone Contacts: Office of Equal Opportunity (513) 556-5508