

## **Equal Opportunity and Affirmative Action**

The University is committed to making employment opportunities available to qualified applicants and employees without regard to race, color, religion, sex, national origin, age, disability, citizenship, or status as a Vietnam-era, special disabled, or other eligible veteran. All personnel actions and programs, including recruitment; selection; assignment; classification; promotion; demotion; transfer; layoff and recall; termination; determination of wages, conditions, and benefits of employment; etc.; shall be administered in accordance with this equal opportunity policy. It is the intent of the University that, in all aspects of employment, individuals shall be treated without unlawful discrimination on any of the foregoing bases, and that employment decisions shall instead be premised upon a person's ability, experience, and other job-related qualifications.

Additionally, the University is an affirmative action employer of women, minorities, individuals with a disability, and Vietnam-era, special disabled, and other eligible veterans. It is committed to making sustained, diligent efforts to identify and consider such individuals for employment and for opportunities arising during employment.

UAH is also committed to equal educational opportunity for all qualified students and does not unlawfully discriminate in its educational policies, practices, programs, or activities on the basis of race, color, religion, sex, national origin, age, disability, citizenship, or veteran status. Its admissions, financial aid, athletics, student services, and other programs are administered in accordance with this policy.

Discrimination, under this policy, shall be understood to include harassment in the form of verbal or physical conduct relating to an individual's race, color, religion, sex, age, national origin, disability, citizenship, or veteran status. Such harassment must have the purpose or effect of either creating an intimidating, hostile, or offensive working/learning environment for an individual or unreasonably interfering with an individual's performance as an employee or student. Harassment in the form described above that adversely and substantially affects an individual's employment or educational opportunities in other ways is also considered to be unlawful discrimination.

Sexual harassment, in addition and more specifically, includes sexual advances, requests for sexual favors, and other verbal or physical conduct that is unwelcome and is directed toward a person on the basis of that person's sex when any of the following are present: submission to such conduct is made a condition, explicitly or implicitly, of employment or academic advancement; submission to or rejection of such conduct by an employee or student is used as the basis for a significant change in employment or academic status; or such conduct is so severe or pervasive that it unreasonably interferes with an individual's performance as an employee or student or creates an intimidating, hostile, or offensive working/learning environment.

In these respects, the University affirms its desire to create a work environment for all employees and a learning environment for all students that is fair, humane, and responsible - an environment that supports and rewards career and educational goals on the basis of such relevant

factors as ability and employment or academic performance. A University student or employee who is found, under established University procedures, to have been guilty of discriminatory conduct in violation of these policies will be subject to discipline, up to and including possible dismissal or expulsion, by the University.

These commitments are designed to meet nondiscrimination/affirmative action requirements imposed by the following federal and state sources of legal obligation, as amended: Title VI and VII, Civil Rights Act of 1964; Executive Order 11246; Title IX, Education Amendments of 1972; the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967; the Age Discrimination Act of 1975; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; the Immigration Reform and Control Act of 1986; contract and grant agreements with government agencies; the Alabama Age Discrimination Act of 1997; and the Alabama Constitution of 1901. The University's equal opportunity policies pertaining to its employees and students include specific administrative procedures and implementing measures designed to carry out these pledges and to ensure compliance with the foregoing laws.

The University's Equal Employment Opportunity/Affirmative Action (EEO/AA) program is comprehensively stated in its Affirmative Action Plan, which is issued annually by the President. A copy of the Plan is available for review in Human Resources and the main Library. In addition, copies of the Plan are distributed each year to all deans, department chairs, and directors.

The overall responsibility for insuring that the University EEO/AA program is being effectively implemented rests with the President. The President is assisted in this responsibility by designated officials. The Vice President for Finance and Administration is the Staff EEO Officer, and the Associate Vice President, Human Resources is the Staff EEO Coordinator. For the faculty, the Provost and Vice President for Academic Affairs is the appointed EEO Officer, and the Associate Provost, Undergraduate Studies is the faculty EEO Coordinator. These individuals represent the President in EEO/AA matters in their respective areas and are jointly responsible for insuring that the University's obligations are being carried out.

The President has appointed a University committee, designated the Equal Opportunity/Affirmative Action Committee, to advise the President concerning EEO/AA matters, to identify issues or problems that need to be addressed, to make the University's affirmative action plan more effective, and to provide assistance upon request to University officials with responsibilities in this area. This committee includes representatives from each college as well as from nonacademic units on campus.

Grievances relating to discriminatory treatment in violation of this policy and the federal and state requirements referenced above should be addressed to the Associate Vice President, Human Resources as the appointed Staff EEO Coordinator. This official will assist in directing the individual to the appropriate process for resolution. Individuals who have questions or recommendations about EEO/AA matters generally are also encouraged to contact the Staff EEO

Coordinator and/or any of the following individuals:

Vice President for Student Affairs  
Student Equal Educational Opportunity  
Officer  
114 University Center  
The University of Alabama in Huntsville  
Huntsville, AL 35899  
(256) 824-6767

Associate Provost, Undergraduate Studies  
Faculty Equal Employment Opportunity  
Coordinator  
123 Madison Hall  
The University of Alabama in Huntsville  
Huntsville, AL 35899  
(256) 824-6700

University Counsel  
Chair, Equal Opportunity/Affirmative Action Committee  
235 Madison Hall  
The University of Alabama in Huntsville  
Huntsville, AL 35899  
(256) 824-6633

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