

**UNIVERSITY GUIDEBOOK**

**Subject: Equal Opportunity Discrimination Complaint Procedures**

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**Policy:** The University is committed to a campus environment that values all individuals and groups, and to non-discrimination and equal opportunity for all persons. No member of the University community shall discriminate against another on the basis of sex, race, religion, color, age, national origin, sexual orientation, gender identity and/or expression, disability, or identification as a disabled and/or Vietnam Era veteran. Retaliation against an individual seeking advice on a discrimination matter, reporting a discriminatory act, or participating in an investigation of the proceedings of a discrimination matter is prohibited. The University is also committed to the principles of equal opportunity and acts in accordance with state and federal laws.

RESOLUTION NUMBER: YR 2000-39; YR 2008-04

**Purpose:** It is the responsibility of the entire University community to maintain an openness to the diversity of all ideas and peoples, and to share in the responsibility of implementing a full equal opportunity program. This program provides a method of addressing actions at variance with this policy and its procedures.

**Parameter:** The Director of the Office of Equal Opportunity and Diversity has been delegated the responsibility for the administration of the Equal Opportunity Complaint Procedures.

**Procedures:**

1. Any person claiming to be aggrieved by a discriminatory practice at the University may file a complaint with the Office of Equal Opportunity and Diversity. Any such complaint filed will be kept confidential, to the extent possible.
2. The Equal Opportunity Discrimination Complaint Procedure is for complaints of discrimination on the basis of sex, race, religion, color, age, national origin, sexual orientation, gender identity and/or expression, disability/handicap, or identification as a disabled and/or Vietnam Era veteran. The alleged discrimination must have already occurred.

3. Specific information about University methods of addressing complaints is found in the *Equal Opportunity Discrimination Complaint Procedure* brochure available from the Office of Equal Opportunity and Diversity.
4. All complaints of sexual harassment shall be filed in accordance with policy 2003.01 - Sexual Harassment.