

# UNIVERSITY OF OKLAHOMA POLICY

## NON-DISCRIMINATION-POLICY

The University, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity/expression (consistent with applicable law), age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, housing, financial aid, and educational services.

Inquiries regarding non-discrimination policies may be directed to: University Institutional Equity Officer and Title IX Coordinator, 405-325-3546, [ieo@ou.edu](mailto:ieo@ou.edu), or visit <http://www.ou.edu/eoo.html>.

## UNIVERSITY'S STATEMENT OF COMMITMENT TO EQUAL OPPORTUNITY

The University of Oklahoma, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen its fair and equal employment policies. The University will continue its policy of fair and equal employment practices for all employees and job applicants without insidious discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity/expression (consistent with applicable law), age, religion, political beliefs, disability, or status as a veteran. The University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each budget unit bears a responsibility for constructive implementation of this Plan, and whenever possible, to the overall progress toward employment opportunity and participation in all University programs and activities. Our commitment to the concept of fair and equal treatment and opportunities requires sincere and cooperative efforts throughout all levels of our employment structure. We will continue to strive to reach the goals of fair and equal employment opportunities for all.

## AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents' policy on equal opportunity as it pertains to employment of individuals with disabilities as required by Section 503 of the Rehabilitation Act of 1973, 29 U.S.C. § 793, and qualified protected veterans as required by the Vietnam Era Veterans' Readjustment Act (VEVRAA), 38 U.S.C. § 60-300. The University takes positive actions to employ and to advance in employment such individuals consistent with federal law.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the Senior Vice President and Provosts for academic employment and the Vice President and Chief Human Resources Officer for nonacademic employment. These officials are designated Institutional Equity Officers for their respective areas of responsibility.