

THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

Number 05.01.01
Division Diversity
Date January 17, 2013 Date

Discrimination, under this policy, shall be understood to include harassment carried out through unwelcome oral , written, visual, or physical conduct directed at one or more individuals on the basis of race, color, national origin, religion, sex, pregnancy

engage in protected activities. Protected activities include making, in good faith, a complaint of discrimination or harassment, assisting others in making a complaint, otherwise opposing such acts or practices, or participating in an investigation, proceeding, or lawsuit. Threats, intimidation, reprisals, and/or other adverse actions related to one's employment or academic status constitute retaliation if they may dissuade a reasonable employee or student from exercising his/her right to complain about perceived discrimination or harassment.

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 employee or student who is found, under established University procedures, to have been guilty of discriminatory or retaliatory conduct with respect to another member of the campus community 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 (E.O. 11246); Title IX, Education Amendments of 1972 (Title IX); the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990 (ADA); the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967; the Age Discrimination Act of 1975; the Vietnam Era Readjustment Assistance Act of 1974 (VEVRA); the Immigration Reform and Control Act of 1986; the Genetic Information Nondiscrimination Act of 2008; ; the U.S. Constitution; contract and grant agreements with government agencies; the Alabama Age Discrimination Act of 1997; and the Alabama Constitution of 1901. The 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.

Inquiries or complaints concerning the application of this policy and these federal requirements should be directed to one of the following persons:

*Vice President for Diversity
Senior Equal Opportunity (EO) Coordinator; EO Coordinator/Faculty
For Title IX, E.O. 11246, Rehabilitation Act/ADA, VEVRA
Shelbie King Hall 341
The University of Alabama in Huntsville
256 824-4600 smithdh@uah.edu*

*Assistant Vice President, Human Relations
Deputy EO Coordinator/Staff and Third Parties
For Title IX, E.O. 11246, Rehabilitation Act/ADA, VEVRA*

