University Senate
TRANSMITTAL FORM

Senate Document #:	16-17-26
Title:	Review of the Interim University of Maryland Equal Employment Opportunity & Affirmative Action Statement of Policy
Presenter:	Charles Delwiche, Chair, Senate Equity, Diversity, & Inclusion (EDI) Committee
Date of SEC Review:	February 20, 2017
Date of Senate Review:	March 8, 2017
Voting (highlight one):	1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report 4. For information only
Statement of Issue:	In spring 2016, the University adopted an interim Equal Employment Opportunity & Affirmative Action Statement of Policy (VI.1-00[A]). On February 8, 2017, the Senate Executive Committee charged the Equity, Diversity, & Inclusion (EDI) Committee with reviewing the interim policy.
Relevant Policy # & URL:	University of Maryland Equal Employment Opportunity & Affirmative Action Statement of Policy (VI-1.00[A])
Recommendation:	The EDI Committee recommends that the Senate approve the revised Equal Employment Opportunity & Affirmative Action Statement of Policy (VI.1-00[A]) which immediately follows this report.
Committee Work:	The EDI Committee reviewed the interim and gathered and reviewed corresponding policies at peer and Big-10 institutions. The committee consulted with the Assistant Vice President of Human Resources, the University's Equal Employment Opportunity Program Manager, and a representative of the Office of General Counsel. The committee discussed several revisions proposed by the Assistant Vice President of Human Resources. The revisions were reviewed by the Office of General Counsel. On February 16, 2017, the EDI Committee voted unanimously in favor of the revised policy.
Alternatives:	To not approve the EDI Committee's recommended revisions to the Equal Employment Opportunity & Affirmative Action Statement of Policy (VI.1-00[A]).
Risks:	There are no associated risks.
Financial Implications:	There are no financial implications.
Further Approvals Required:	Senate approval, Presidential approval.

Senate Equity, Diversity, & Inclusion Committee

Report on Senate Document #16-17-26

Review of the Interim University of Maryland Equal Employment Opportunity & Affirmative Action Statement of Policy

February 2017

2016-2017 ERG Committee Members

Charles Delwiche, Chair
Jacinta Felice, Ex-Officio VP for Student Affairs Rep
Steve Fetter, Ex-Officio Provost's Rep
Anne Martens, Ex-Officio VP for Administration & Finance Rep
Shaunna Payne Gold, Ex-Officio Director of ODI Rep
Typhanye Dyer, Faculty
Jennifer Dindinger, Faculty
Pradeep Kapur, Faculty
Beth St. Jean, Faculty
Yukako Tatsumi, Faculty
Maya Aduba, Exempt Staff
Phyllis Dailey, Exempt Staff
Leon Tune, Exempt Staff
Jordan Carter-Reich, Non-Exempt Staff
Qing Dong, Non-Exempt Staff
Arif Nuri, Graduate Student
Ashlee Wilkins, Graduate Student
Aidan Lapierre, Undergraduate Student
Sarah Eshera, Undergraduate Student

BACKGROUND

In spring 2016, the University adopted an interim Equal Employment Opportunity & Affirmative Action Statement of Policy (VI.1-00[A]). The interim policy, which replaced the Equal Employment Opportunity & Affirmative Action Plan (VI.1-00[A]), was a response to recommendations stemming from a consulting firm's review of University policies. On February 8, 2017, the Senate Executive Committee charged the Equity, Diversity, & Inclusion (EDI) Committee with reviewing the interim policy, reviewing similar policies at peer institutions, consulting with the Assistant Vice President of Human Resources and the Office of General Counsel, and proposing revisions to the policy, as necessary (Appendix 2).

COMMITTEE WORK

The EDI Committee gathered and reviewed corresponding policies at peer and Big-10 institutions (Appendix 1). At its meeting on February 16, 2017, the committee consulted with the Assistant Vice President of Human Resources, the University's Equal Employment Opportunity Program Manager, and a representative of the Office of General Counsel. It learned that the interim policy was intended to address feedback provided in the course of a review, as well as to revise out-of-date provisions of the previous policy. The committee learned that the list of protected classifications contained in the policy is dictated by state and federal law, as well as by executive orders issued by the Governor of Maryland. Variations among analogous policies at peer institutions are in part a result of differences in state law.

The committee discussed and approved several revisions proposed by the Assistant Vice President of Human Resources. These changes eliminated duplicative language, added a protected classification, and removed unnecessary language describing the extent of the University's responsibility to accommodate applicants or employees with physical or mental limitations. The revisions were reviewed by the Office of General Counsel.

The EDI Committee voted unanimously in favor of the revised policy.

RECOMMENDATIONS

The EDI Committee recommends that the Senate approve the revised Equal Employment Opportunity & Affirmative Action Statement of Policy (VI.1-00[A]), which immediately follows this report.

APPENDICES

Appendix 1 — EDI Committee Peer EEO Policy Research
Appendix 2 — Senate Executive Committee Charge on the Review of the Interim University of Maryland Equal Employment Opportunity & Affirmative Action Statement of Policy (Senate Document #16-17-26)

Recommended Changes from the Equity, Diversity, & Inclusion Committee
New Text in Blue/Bold (**example**), Removed Text in Red/Strikeout (~~example~~)

VI-1.00(A) University of Maryland Equal Employment Opportunity & Affirmative Action Statement of Policy (Approved by the President August 1, 1991; updated May 13, 2002; updated October 15, 2014; updated and approved on an Interim Basis April 18, 2016)

It is the policy of the University of Maryland not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity or expression, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, age**, genetic information,** or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the University of Maryland. The University of Maryland will continue to ensure that individuals are employed, and that employees are treated during employment, without regard to ~~their sex, gender identity or expression, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, age~~ **any of the above characteristics** or any other characteristic protected by law in all employment practices as follows:

Employment decisions at the University of Maryland are based on legitimate job related criteria. All personnel actions or programs that affect qualified individuals, such as employment, ~~upgrading~~ **reclassification**, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination~~ based upon the individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, or any other characteristic protected by law~~.

Employees may choose to voluntarily disclose their sex, race, national origin, disability, and protected Veteran status at any time by contacting University Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities ~~and disabled Veterans~~ are encouraged to inform University Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The University of Maryland makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities~~ and disabled Veterans, unless such accommodations would impose an undue hardship on the University of Maryland~~.

The University of Maryland and its President are fully committed to principals of equal employment opportunity and affirmative action. The Assistant Vice President of University Human Resources in conjunction with the Chief Diversity Officer is responsible for the implementation of the University of Maryland's affirmative action program. All managers and supervisors shall take an active part in the University of Maryland's affirmative action programs to ensure all qualified employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to employment decisions. Furthermore, the University of Maryland strives to solicit the cooperation and support of all employees for the University of Maryland's Equal Employment Opportunity and affirmative action programs.

The University of Maryland's affirmative action programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of the University of Maryland's programs. The University of Maryland's Affirmative Action Officer is responsible for periodically reviewing progress in the compliance and implementation of the University's affirmative action commitment and programs. In accordance with law, the University of Maryland affirmative action programs for qualified individuals with disabilities and protected Veterans are available for inspection in the University Human Resources office, Monday through Friday from 8:30 am to 5:00 pm upon request.

In addition, employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Executive Order 11246, all as amended, and/or any other federal, state, or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. The University of Maryland will not discharge or in any other manner discriminate against employees or applicants for employment because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant for employment. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions should not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the University of Maryland's legal duty to furnish information.

Equity, Diversity, & Inclusion Committee

Peer EEO Policy Research | Senate Document #16-17-26

University of Illinois – Urbana Champaign

Campus' commitment to diversity and Affirmative Action/Equal Employment Opportunity Policy:
Illinois is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as a qualified individual with a disability, or criminal conviction history. Illinois welcomes individuals with diverse backgrounds, experiences, and ideas who embrace and value diversity and inclusivity.

Indiana University

Indiana University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole. In this regard, Indiana University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications. Indiana University prohibits discrimination based on arbitrary considerations of such characteristics as age, color, disability, ethnicity, sex, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.

As required by Title IX of the Education Amendments of 1972, Indiana University does not discriminate on the basis of sex in its educational programs and activities, including employment and admission. Questions specific to Title IX may be referred to the Office for Civil Rights or the University Title IX Coordinator.

Indiana University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.

University of Iowa

8.1 Policy
The University of Iowa is committed to the principle of equality of opportunity for all persons. The purpose of the Affirmative Action Program is to reaffirm and ensure that this principle is applied to the recruitment, appointment, and promotion of persons in all employment classifications. The University of Iowa will continue to comply with federal and state regulations and to work cooperatively with governmental and community organizations in ensuring equal employment opportunities and affirmative action.

The ultimate responsibility for equal employment opportunity and affirmative action at The University of Iowa lies with the Board of Regents, State of Iowa, and the President of the University. Implementation and day-to-day administration of the policies are responsibilities of the Assistant to the President and Director of Equal Opportunity and Diversity, the Vice President for Human Resources, the Associate Provost for Faculty, and the Associate Provost for Health Sciences. Goals and objectives are attained, however, through the full cooperation, support, and good faith efforts of all deans, directors, departmental executive officers, supervisors, and others responsible for human resources decisions.

8.2 Statement on Diversity
The University of Iowa values diversity among students, faculty, and staff, and regards Equal Employment Opportunity and Affirmative Action as tools to achieve diversity. The University believes that a rich diversity of people and the many points of view they bring serve to enhance the quality of the educational experience at The University of Iowa.

University of Michigan

EEO/Affirmative Action Policy
Article I - Purpose
To reaffirm and restate the University's continuing commitment to the principles of equal employment opportunity; to increase effectiveness by setting forth the action being taken and to be taken by the University and its employees concerning employment opportunities; and to provide for implementation, self-monitoring, and a measure for achievement through a comprehensive affirmative action program.

Article II - General Policy and Bylaw of the University
The Regents of The University of Michigan, a constitutional corporation, through its Bylaw Section 14.06, have established the following general policy:

The University is committed to compliance with all applicable laws regarding non-discrimination. Furthermore, it shall strive to build a diverse community in which opportunity is equal for all persons regardless of race, sex, color, religion, creed, national origin or ancestry, age, marital status, handicap, or Vietnam-era veteran status. It shall exert its leadership for the achievement of this goal by all parties which it recognizes or with which students or employees of the University are involved.

The full, and extensive, policy can be found here.

Michigan State University

Equal Opportunity & Non-Discrimination Policy

Michigan State University is committed to the principles of equal opportunity, non-discrimination and affirmative action. University programs, activities and facilities are available to all without regard to race, color, gender, religion, national origin, political persuasion, sexual orientation, marital status, disability, height, weight, veteran status, age or familial status. The University is an Affirmative Action, Equal Opportunity Employer.

In carrying out this commitment, the University is guided by the policies adopted by the Board of Trustees and by federal and state laws and regulations that may apply to the University. These may include:

- Titles VI and VII of the Civil Rights Act of 1964 prohibiting discrimination in the provision of services and employment on the basis of race, color, religion, national origin or gender.
- Title IX of the Education Amendments of 1972 prohibiting discrimination against students and employees on the basis of gender.
- Age Discrimination Act of 1975 prohibiting discrimination on the basis of age in programs or activities receiving federal financial assistance.
- Age Discrimination in Employment Act of 1967 prohibiting discrimination in employment on the basis of age.
- Equal Pay Act of 1963 prohibiting discrimination in salaries on the basis of gender.
- Title VIII of the Public Health Service Act prohibiting discrimination in the admission of students in health personnel training programs on the basis of gender.
- Sections 503 and 504 of the Rehabilitation Act of 1973 prohibiting discrimination on the basis of disability in any program or activity receiving federal financial assistance and requiring the facilitation of the employment of individuals with disabilities.
- Section 402 of the Vietnam Era Veterans Readjustment Act of 1974 requiring affirmative action in the employment of disabled and Vietnam-era veterans.
- Retirement Equity Act of 1984 requiring pension equity.
- Michigan Elliott-Larsen Civil Rights Act prohibiting discrimination on the basis of age, sex, height, weight, religion, race, color, national origin, familial status, or marital status.
- Michigan Persons with Disabilities Civil Rights Act prohibiting discrimination against persons with disabilities and prohibiting discrimination based on genetic information that is unrelated to individual's ability to perform the duties of a particular job or position.
- Americans with Disabilities Act of 1990 prohibiting discrimination against individuals with disabilities.

University of Minnesota

The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

Inquiries regarding compliance may be directed to the Director, Office of Equal Opportunity and Affirmative Action, University of Minnesota, 274 McNamara Alumni Center, 200 Oak Street S.E., Minneapolis, MN 55455, (612) 624-9547, eoaa@umn.edu. Web site at diversity.umn.edu/eoaa.

This publication/material is available in alternative formats upon request. Please contact (name, department, address, phone number).

Additionally, there is a Regents-level policy:

EQUITY, DIVERSITY, EQUAL OPPORTUNITY, AND AFFIRMATIVE ACTION
SECTION I. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University of Minnesota (University) to equity, diversity, equal opportunity, and affirmative action:

(a) Consistent with its academic mission and standards, the University is committed to achieving excellence through equity and diversity.
(b) A diverse student body enhances the academic and social environment for all students and prepares students to thrive in an increasingly diverse workforce and society.
(c) Equal educational access is critical to preparing students for the responsibilities of citizenship and civic leadership in a heterogeneous society.
(d) As a community of faculty, staff, and students engaged in research, scholarship, artistic activity, teaching and learning, or the activities that support them, the University seeks to foster an environment that is diverse, humane, and hospitable.
(e) In partnership with community groups, the University is committed to serving the state, the nation, and the world through its outreach and public service.

SECTION II. IMPLEMENTATION.
The University shall:

(a) provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression;
(b) advocate and practice affirmative action consistent with law, including the use of recruiting and search processes to enhance participation of racial minorities, women, persons with disabilities, and protected veterans;
(c) establish and nurture an environment for faculty, staff, students, and visitors that actively acknowledges and values equity and diversity and is free from racism, sexism, ageism, homophobia, and other forms of prejudice, intolerance, or harassment;
(d) provide equal educational access to members of underrepresented groups and develop affirmative action admissions programs, where appropriate, to achieve the University's educational mission; and
(e) promote and support equity and diversity through its academic programs, its employment policies and practices, its delivery of services, and purchase of goods, materials, and services for its programs and facilities from businesses of the diverse communities it serves.

SECTION III. MONITORING.
The president or delegate shall set performance goals consistent with this policy and law; remedy any discriminatory practice that deviates from this policy; and assess and reward the performance of individuals and units using the University's critical measures for the equity and diversity performance goals as part of the University's planning and budget process.

University of Nebraska – Lincoln

Notice of Non-Discrimination
The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

Northwestern University

Equal Opportunity
The Office of Equal Opportunity and Access (OEOA) is committed to promoting an equitable educational and work environment that is free from discrimination and harassment in accordance with Title VII of The Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and other applicable federal and state laws.

OEOA strives to support diversity and diversity initiatives to foster an inclusive campus culture that embraces the talents and achievements of all individuals regardless of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, or genetic information, or any other classification protected by law in matters of admissions, employment, housing, services, or in educational programs or activities which Northwestern operates. Read our non-discrimination policy.

Northwestern University is an equal opportunity/affirmative action employer and prohibits discrimination by any member of its community against any individual in matters of admissions, employment, housing, or services or in the educational programs or activities it operates.

Northwestern University's Policy on Discrimination and Harassment
Northwestern University does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Further prohibited by law is discrimination against any employee and/or job applicant who chooses to inquire about, discuss, or disclose their own compensation or the compensation of another employee or applicant.

Harassment, whether verbal, physical, or visual, that is based on any of these characteristics is a form of discrimination. This includes harassing conduct affecting tangible job benefits, interfering unreasonably with an individual's academic or work performance, or creating what a reasonable person would perceive is an intimidating, hostile, or offensive environment. Prohibited sex discrimination includes sexual harassment and sexual violence.

Title IX Statement
It is the policy of Northwestern University to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the University's educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. The Title IX coordinator and the deputy coordinators (listed under "Where to Get Advice and Help") have been designated to oversee Northwestern's compliance with Title IX and to respond to reports of violations. For more information about Title IX, go to Northwestern's Title IX website. A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting the U.S. Department of Education's website or calling 800-421-3481.

Ohio State University

Policy Overview
The Ohio State University is committed to building and maintaining a diverse community to reflect human diversity and to improve opportunities for all. The university is committed to equal opportunity, **affirmative action**, and eliminating **discrimination**. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law.

Ohio State does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment.

The full, and extensive, policy and procedures can be found here.

Pennsylvania State University

Equal Opportunity Policy
It is the policy of The Pennsylvania State University to provide equal opportunity in all terms and conditions of employment, for all persons, as described in the University's Affirmative Action Plan and HR01. The intent of this policy is to prohibit discrimination (including sexual harassment) and to promote the full realization of equal employment opportunity through a continuing affirmative program in each administrative unit outlined in the Plan. This policy of equal opportunity applies to, and must be an integral part of, every aspect of personnel policy and practice in the employment, development, advancement, and treatment of employees and applicants for employment at the University.

Purdue University

Nondiscrimination Policy Statement
Purdue University is committed to maintaining a community which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, the University seeks to develop and nurture diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life.

Purdue University views, evaluates, and treats all persons in any University related activity or circumstance in which they may be involved, solely as individuals on the basis of their own personal abilities, qualifications, and other relevant characteristics.

Purdue University prohibits discrimination against any member of the University community on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran. The University will conduct its programs, services and activities consistent with applicable federal, state and local laws, regulations and orders and in conformance with the procedures and limitations as set forth in Purdue's Equal Opportunity, Equal Access and Affirmative Action policy which provides specific contractual rights and remedies. Additionally, the University promotes the full realization of equal employment opportunity for women, minorities, persons with disabilities and veterans through its affirmative action program.

Any question of interpretation regarding this Nondiscrimination Policy Statement shall be referred to the Vice President for Ethics and Compliance for final determination.

University of Wisconsin – Madison

Affirmative Action and Equal Opportunity Policy

True learning requires free and open debate, civil discourse and tolerance of many different individuals and ideas. We are preparing students to live and work in a world that speaks with many voices and from many cultures. Tolerance is not only essential to learning, it is an essential to be learned. The University of Wisconsin–Madison is built upon these values and will act vigorously to defend them. We will maintain an environment conducive to teaching and learning that is free from intimidation for all.

In its resolve to create this positive environment, the UW–Madison will ensure compliance with federal and state laws protecting against discrimination. In addition, the UW–Madison has adopted policies that both emphasize these existing protections and supplement them with protections against discrimination that are not available under either federal or state law.

Federal and state laws provide separate prohibitions against discrimination that is based on race, color, creed, religion, sex, national origin or ancestry, age, or disability. State law additionally prohibits discrimination that is based on sexual orientation, arrest or conviction record, marital status, pregnancy, parental status, military status, or veteran status. The application of specific state prohibitions on discrimination may be influenced by an individual's status as an employee or student.

Department of Defense personnel policies governing enlistment and commissioning of armed forces personnel and awarding of Reserve Officer Training Corps scholarships to UW–Madison students do discriminate on the basis of sexual orientation. The University of Wisconsin Board of Regents and UW–Madison faculty, staff and student governance groups have registered their strong opposition to this discrimination and urge the Department of Defense to change its policy.

University policies create additional protections that prohibit harassment on the basis of cultural background and ethnicity. Inquiries concerning this policy may be directed to the appropriate campus admitting or employing unit or to the Office for Equity and Diversity, 179A Bascom Hall, 500 Lincoln Drive, Madison, WI 53706, 608/263-2378 or (TDD) 608/263-2473.

Rutgers University

60.1.8. EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

It is university policy to provide equal employment opportunity to all employees and applicants for employment regardless of their race, religion, color, national origin, ancestry, age, sex, sexual orientation, gender identity and expression, disability, genetic information, atypical hereditary cellular or blood trait, marital status, civil union status, domestic partnership status, military service, veteran status, and any other category protected by law.

The university is an equal opportunity and affirmative action employer. The Office of Employment Equity is responsible for implementation of the university's Affirmative Action Plan for Equal Employment Opportunity ("Plan") and monitors the university's progress with regard to the Plan. The Plan, which covers females, minorities, individuals with disabilities, disabled veterans, recently separated veterans or other protected veterans, is available for inspection by employees and applicants for employment on each campus.

UC System (Berkeley and LA)

University of California Policy - Nondiscrimination in Employment Policy

It is the policy of the University not to engage in discrimination against or harassment of any person employed by or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. This policy is intended to be consistent with the provisions of applicable state and federal laws and University policies.

UCLA

Equal Employment Opportunity

Equal Employment Opportunity requires that all personnel decisions such as hiring, promotion, reclassification, etc., are made without any consideration of race, color, national origin, religion, sex, gender identity, pregnancy,1 physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).2

UCLA policies prohibit discrimination against or harassment of any individual. In addition, University policy also prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy, or against a person who assists someone with a complaint of discrimination or harassment, or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

For additional information on the University's nondiscrimination in employment policy, contact the Staff Diversity and AA/EEO Compliance Office at the information below. If you would like to read UCLA's Nondiscrimination Policy and Procedures, click on the related links located to the right.

1 Pregnancy includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth.
2 Service in the uniformed services includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services.

UNC – Chapel Hill

Policy Statement on Non-Discrimination

The University is committed to providing an inclusive and welcoming environment and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. Consistent with these principles and applicable laws, it is therefore the University's policy not to discriminate on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation or veteran status as consistent with the University's Policy on Prohibited Discrimination, Harassment and Related Misconduct. No person, on the basis of protected status, shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, harassment, or retaliation under any University program or activity, including with respect to employment terms and conditions. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

Procedures

Any University unit that publishes materials that contain the University's Policy Statement on Non-Discrimination should include all bases of non-discrimination (age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status) in that material, as follows:

For educational materials:

The University of North Carolina at Chapel Hill is committed to equality of educational opportunity. The University does not discriminate in offering access to its educational programs and activities on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status. The Equal Opportunity and Compliance Office (137 E. Franklin Street, Suite 404, CB #9160, Chapel Hill, NC 27599-9160 or (919) 966-3576) has been designated to handle inquiries regarding the University's non-discrimination policies.

For employment materials:

The University is an equal opportunity, affirmative action employer and welcomes all to apply without regard to age, color, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, or sexual orientation. We also encourage protected veterans and individuals with disabilities to apply.

Appendix 2: Charge

University Senate
CHARGE

Date:	February 8, 2017
To:	Charles Delwiche Chair, Equity, Diversity, and Inclusion Committee
From:	Jordan A. Goodman Chair, University Senate
Subject:	Review of the Interim University of Maryland Equal Employment Opportunity & Affirmative Action Statement of Policy
Senate Document #:	16-17-26
Deadline:	May 5, 2017

The Senate Executive Committee (SEC) requests that the Equity, Diversity, and Inclusion (EDI) Committee review the interim University of Maryland Equal Employment Opportunity & Affirmative Action Statement of Policy and make recommendations on whether it is appropriate or on needed revisions. Specifically, we ask that you:

1. Review the interim University of Maryland Equal Employment Opportunity & Affirmative Action Statement of Policy (VI-1.00[A]).

2. Review similar policies at peer institutions and other Big 10 institutions.

3. Consult with the Assistant Vice President of University Human Resources.

4. Consult with the University's Office of General Counsel regarding the interim policy and on any proposed changes to the policy.

5. If appropriate, recommend whether the interim policy should be revised and submit recommended revisions to the interim policy for Senate consideration.

We ask that you submit your report and recommendations to the Senate Office no later than May 5, 2017. If you have any questions or need assistance, please contact Reka Montfort in the Senate Office at 301-405-5804 or reka@umd.edu.

JAG/rm