

Policy EI-PO4

Non-Discrimination Policy

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It is the policy of The University of Texas at Arlington ("the University") that no person shall, on the basis of race, color, national origin, religion, age, sex, sexual orientation, disabilities, genetic information, and/or veteran status, be denied employment with or admission to the University; or be excluded from participation in, denied the benefits of, or subject to discrimination under, any program or activity that the University sponsors or conducts. Retaliation against persons who oppose a discriminatory practice, file a charge of discrimination, or testify for, assist in, or participate in an investigative proceeding relating to discrimination is prohibited. Constitutionally-protected expression will not be considered discrimination or harassment under this policy.

The University of Texas at Arlington complies with the Equal Pay Act of 1963, Titles VI and VII of the Civil Rights Act of 1964, Executive Order 11246, the Age Discrimination in Employment Act of 1967, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Uniformed Services Employment and Reemployment Rights Act of 1994, Title II of the Genetic Information Nondiscrimination Act of 2008, the Vietnam Era Veterans' Readjustment Act of 1974, the Texas Commission on Human Rights Act and their subsequent amendments, as well as other applicable federal and state laws and regulations, the Rules and Regulations of the Board of Regents of The University of Texas System, and policies and standards issued by The University of Texas System Administration.

This Non-Discrimination Policy shall be implemented throughout the University. It is the responsibility of all departments and personnel to ensure the University's compliance.

The Equal Opportunity Services Office was established in 1973 to investigate allegations of discrimination. Complaints regarding impermissible discrimination should be brought to the Equal Opportunity Services Office. The Executive Director of the Equal Opportunity Services Office reports directly to the Vice President for Human Resources. Any employee who feels he or she has been discriminated against should contact the Executive Director at 710 S. Davis Street, 817-272-2106. All inquiries will be confidential, to the extent permitted by law, and no employee should fear reprisals.