

(University of Arkansas Affirmative Action Plan and various state and federal laws and executive orders; Governor's Policy Directive #8; Act 653 of 2003)

University of Arkansas Non-Discrimination Policy

It is the policy of the University of Arkansas to provide an educational and work environment in which thought, creativity, and growth are stimulated, and in which individuals are free to realize their full potential through equal opportunity. The university should be a place of work and study for students, faculty, and staff, which is free of all forms of discrimination, sexual intimidation and exploitation. Therefore, it is the policy of the University of Arkansas to prohibit discrimination of its students, faculty and staff and to make every effort to eliminate discrimination within the university community.

Therefore, the University of Arkansas is committed to providing equal opportunity for all students and applicants for admission and for all employees and applicants for employment regardless of race, age, gender, religion, national origin, marital or parental status, disability, veteran status, or sexual orientation. In addition, discrimination in employment on the basis of genetic information is prohibited.

It is the responsibility of the University of Arkansas's Office of Equal Opportunity and Compliance to investigate and resolve all allegations of discrimination on the basis of race, age, gender, national origin, religion, disability, veteran status, marital or parental status, and sexual orientation. For more information or to report allegations of discrimination, contact: Compliance Officer, Office of Equal Opportunity and Compliance, 479-575-4019.

This policy will be followed in recruiting, hiring, determination of pay, promotions, university-sponsored training programs, transfers, layoffs, returns from layoff, demotions, terminations, social and recreational programs, use of university facilities, fringe benefits, and treatment as individuals. It is to be implemented throughout the campus and is the responsibility of all departments and all personnel, supervisory and non-supervisory. Compliance with this policy shall be monitored by the Office of Equal Opportunity and Compliance.

In the vocabulary of equal employment opportunity, affirmative action signifies a positive, continuing, result-oriented program developed by an employer to assure meaningful employment opportunities to all segments of the community and more specifically to minority group members, women and others who have been discriminated against in the past. It contrasts with simple non-discrimination which implies a more passive observance of equal opportunity. The concept of affirmative action assumes that discrimination in employment is likely to be a structural problem built into policies and practices which on the surface do not appear to be discriminatory, but which in fact have created barriers to employment and promotion for women and minority groups. The Affirmative Action Plan sets forth specific result-oriented procedures to which the university commits itself in order to overcome such institutional

barriers to equal employment opportunity. It also establishes an organizational structure for developing future goals and procedures and for assuring that all efforts are made to meet these goals on an on-going basis.

The university commits itself to a policy of equal employment opportunity and to a program of affirmative action not solely because of legal requirements, but because it believes that such practices are basic to human dignity.

Further information about the university's affirmative action programs and about state and federal laws prohibiting discrimination is available in the Office of Equal Opportunity and Compliance.

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