UNIVERSITY OF OREGON
EQUAL OPPORTUNITY, NON-DISCRIMINATION AND AFFIRMATIVE ACTION POLICY

The University of Oregon affirms and actively promotes the right of all individuals to equal opportunity in education and employment without regard to any protected basis, including race, color, sex, national origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity and gender expression or any other consideration not directly and substantively related to effective performance.

Under this policy, the university prohibits discrimination and harassment on the basis of race, color, sex, national origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity or gender expression. The university takes affirmative steps to ensure that protected group members are afforded equal opportunity to participate as employees and students in university programs. This policy is consistent with applicable federal, state and local laws and regulations.

The University of Oregon is committed to providing a respectful environment for all members of the campus community. Discriminatory harassment, including but not limited to sexual harassment, subverts the mission of the university and jeopardize the educational or employment experience of its students, faculty and staff. Discriminatory harassment, including but not limited to sexual harassment, is explicitly prohibited by university administrative rules and federal and state law, and will not be tolerated at this institution.

As a federal and state contractor, the university adheres to applicable affirmative action laws and regulations. Consistent with Executive Order 11246 and its implementing regulations, the university takes affirmative steps to ensure broad outreach and recruitment, fair and equitable treatment of all applicants for employment, and fair treatment of all employees.

As president, with overall responsibility for equal opportunity compliance and implementation of our affirmative action program, I expect each vice president, dean, department head, manager and supervisor to join me in support of the university’s equal opportunity policy and affirmative action program. I ask each member of the university community to support the university’s commitment to equal opportunity and diversity.

I have delegated day-to-day operational responsibility for compliance with our equal opportunity and affirmative action compliance to Penelope Daugherty, director of the Office of Affirmative Action and Equal Opportunity, who serves as the university’s equal employment opportunity officer. I invite any applicant or employee with questions or concerns to address those to the Office of Affirmative Action & Equal Opportunity, 677 East 12th Avenue, Suite 452, University of Oregon, Eugene, OR 97403-5221; via telephone (541) 346-3123.

Scott Coltrane, Interim President

Date

AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY
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An equal opportunity, affirmative action institution committed to cultural diversity and compliance with the Americans with Disabilities Act