University of Oregon
Equal Opportunity, Non-Discrimination and Affirmative Action
Policy Statement

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.

The university is committed to providing a respectful environment for all members of the campus community. Prohibited discrimination and discriminatory harassment, including any form of sexual harassment, which subvert the mission of the university and jeopardize the educational or employment experience of students, faculty, and staff, will not be tolerated.

The university’s EEO policy, as well as its affirmative action program, has the full and complete support of the university, including its president. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

The university will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to disability, protected veteran, or any other protected status. All employment decisions are based only on valid job requirements, except that a preference in hiring and promotions is granted to veterans and disabled veterans who qualify under Oregon Statute 408.230 (Veterans’ Preference in Public Employment).

Reasonable accommodations will be made for qualified protected veterans and individuals with known disabilities unless doing so would result in an undue hardship.

Any harassment or discrimination on the basis of race, color, sex, national origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity or gender expression is prohibited by university policy and federal and state law. Students and employees with questions or concerns about any type of discrimination or harassment, including any form of sexual harassment, are encouraged to bring these issues to the attention of the University of Oregon Office of Affirmative Action and Equal Opportunity (OAAEO) or their supervisor.

For information regarding the university’s internal policies for addressing complaints of harassment, please refer to the OAAEO brochure titled “An Overview of Services and Complaint and Grievance Procedures,” available on the OAAEO web page.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they:

1. file a complaint with the university or with federal, state or local agencies;
2. assist or participate in any investigation, compliance evaluation, hearing, or any other activity related to the administration of any federal, state, or local equal opportunity or affirmative action statute;
3. oppose any act or practice made unlawful by federal, state or local law requiring equal employment opportunity or affirmative action; or
4. exercise any other employment right protected by federal, state or local law or its implementing regulations.

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 obligations 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.

Signature: Michael Schill, President

Date: Feb. 29, 2016