

The below Policy consolidates/updates the following:

- Equal opportunity statement, <https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/equal-opportunity-statement-publication>
- Equal opportunity policy, <https://policies.uoregon.edu/content/equal-opportunity>)
- Discrimination policy, <https://policies.uoregon.edu/discrimination-0>
- Hiring women and minority policy, <https://policies.uoregon.edu/policy/by/1/0201-personnel/faculty-hiring-women-and-minority-faculty-members>

Equal Opportunity notice guidance (OFCCP):

- <https://www.dol.gov/sites/dolgov/files/ofccp/CAGuides/files/Postings&NoticesGuide-CONTR508c.pdf>
- <https://www.dol.gov/sites/dolgov/files/ofccp/CAGuides/files/OFCCP-EI-TAG.pdf>
- 41 CFR § 60-741.44, <https://www.law.cornell.edu/cfr/text/41/60-741.44>

Equal Opportunity Policy

Reason for Policy: To set forth the University of Oregon’s commitment to equal employment opportunities in the workplace and equal access in university educational programs and activities.

Entities Affected by this Policy: All members of the UO community, including students, faculty, staff, and others affiliated with the University.

Deleted: students, employees, and other

Responsible Office: Office of the Vice President for Finance and Administration and Office of Investigations and Civil Rights Compliance

Policy: The University of Oregon has an enduring commitment to equality of education and employment opportunity by affirming the value of diversity and by promoting an environment free from discrimination. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life.

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Commented [JE2]: List from PDR policy. Could alternatively say <based on any protected characteristic set forth in the University’s Prohibited Discrimination and Retaliation Policy and/or state or federal law> as opposed to listing again.

The University provides equal opportunities to all students and employees and does not discriminate or retaliate based on any protected characteristic set forth in the University’s Prohibited Discrimination and Retaliation Policy and/or state or federal law. This policy extends to all university programs and activities, including without limitation admissions, financial assistance, educational and athletic programs, course offerings, counseling and guidance services, housing, health and insurance benefits, and access to university services or facilities. This policy also applies to all terms and conditions of employment, including but not limited to recruiting, hiring, placement, promotion, working conditions, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Deleted: on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy (including pregnancy-related conditions), age, physical or mental disability, genetic information (including family medical history), ancestry, familial status, citizenship, service in the uniformed services (as defined in federal and state law), veteran status, expunged juvenile record, or any other bases under the law (collectively, “protected characteristics”).

Consistent with its obligation as a federal government contractor, the University has written affirmative action programs to address any underrepresentation of women, minorities, persons with disabilities, and qualified covered veterans. It is the University’s intent that women and minority students be appropriately represented in academic programs at the undergraduate and

Commented [JE3]: Could consider adding from OUS policy: “It is the university’s intent that women and minority students be appropriately represented in academic programs at the undergraduate and graduate levels. It is also the university’s intent that women and minorities be appropriately represented in the administrative staff and in the teaching and research faculty.”

graduate levels. It is also the University's intent that women and minorities be appropriately represented in the administrative staff and in the teaching and research faculty. The University also prepares an affirmative action plan on an annual basis in conformance with federal regulations, and regularly reviews progress on affirmative action goals.

All job postings and advertisements should include approved equal opportunity language, available under the Resources link below. In compliance with state law, the University does not ask for salary or pay history before making an offer of employment, does not screen job applicants based on current or past compensation, and does not determine compensation for a job based on the pay history of a potential new employee (not including internal transfers). The University does not discriminate between employees on the basis of protected characteristics in the payment of wages or other compensation for work of comparable character.

The Office of Human Resources and Office of Investigations and Civil Rights Compliance oversee the implementation and administration of the University's equal opportunity, affirmative action, and nondiscrimination policies and programs. It is expected that every employee of the University will share this commitment and cooperate fully in helping the University meet its equal opportunity and diversity objectives.

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Commented [JE4]: Optional add: In compliance with state law, the university does not ask for salary or pay history before making an offer of employment, does not screen job applicants based on current or past compensation, and does not determine compensation for a job based on the pay history of a potential new employee (not including internal transfers). The university does not discriminate between employees on the basis of a protected characteristic in the payment of wages or other compensation for work of comparable character.