

POLICY CONCEPT FORM

Name and UO Title/Affiliation:	Nicole Commissiong, Chief Civil Rights Officer & Title IX Coordinator
Policy Title & # (if applicable):	Equal Opportunity, OUS 22
Submitted on Behalf Of:	Jamie Moffitt, Mark Schmelz
Responsible Executive Officer:	Vice-President for Finance and Administration Chief Civil Rights Officer

SELECT ONE: New Policy Revision Repeal

Click the box to select

HAS THE OFFICE OF GENERAL COUNSEL REVIEWED THIS CONCEPT: Yes No

If yes, which attorney(s): Jeslyn Everitt

GENERAL SUBJECT MATTER

Include the policy name and number of any existing policies associated with this concept.

Equal opportunity statement, 01.00.06

Equal opportunity, OUS 22

Discrimination, Oregon Administrative Rule 580.015

Faculty: Hiring of Women and Minority Members, 02.01.15

Grievance Procedures, Oregon Administrative Rule 571.003

RELATED STATUTES, REGULATIONS, POLICIES, ETC.

List known statutes, regulations, policies (including unit level policies), or similar related to or impacted by the concept. Include hyperlinks where possible, excerpts when practical (e.g. a short statute), or attachments if necessary. Examples: statute that negates the need for or requires updates to an existing policy; unit level policy(ies) proposed for University-wide enactment; or existing policies used in a new, merged and updated policy.

Equal opportunity statement (to be repealed), <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Discrimination policy (to be repealed), <https://policies.uoregon.edu/discrimination-0>

Faculty: Hiring women and minority members policy (to be repealed),

<https://policies.uoregon.edu/policy/by/1/0201-personnel/faculty-hiring-women-and-minority-faculty-members>

STATEMENT OF NEED

What does this concept accomplish and why is it necessary?

This policy has not been reviewed since institutional governance under the UO Board of Trustees was implemented and a new policy library and taxonomy were adopted.

This policy (1) confirms the University's commitment to equal opportunity for all students and employees at the UO; (2) repeals the faculty hiring policy, which is inconsistent with the Prohibited Discrimination and Retaliation Policy; (3) repeals the Discrimination policy which is duplicative of portions of the Prohibited Discrimination and Retaliation Policy; and (4) repeals the Equal Opportunity Statement, which is duplicative, in part, of this policy.

AFFECTED PARTIES

Who is impacted by this change, and how?

All members of the UO community, including students, faculty, staff, and others affiliated with the University.

CONSULTED STAKEHOLDERS

Which offices/departments have reviewed your concept and are they confirmed as supportive? (Please do not provide a list of every individual consulted. Remain focused on stakeholders (e.g. ASUO, Office of the Provost, Registrar, Title IX Coordinator, etc.).)

Name	Office	Date
ASUO		June, 2021
OA Council		June, 2021
Division of Equity and Inclusion		November 2021
Faculty Senate		November 2021 and January & February 2022
HR Workgroup comprising union representatives, administrators and faculty		June, 2021

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 to~~ university educational programs and activities.

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

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 support 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.~~

Commented [KP1]: Support as a verb isn’t necessary to the sentence grammar – deleting it makes the commitment to equality more direct.

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. 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”). 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

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.

limited to recruiting, hiring, placement, promotion, working conditions, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

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 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.

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."

~~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.~~

All University 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.

Related Policies and Procedures

[Prohibited Discrimination and Retaliation Policy](#)

[Academic Freedom](#)

[Freedom of Inquiry and Free Speech](#)

[Proscribed Conduct](#)

[Community Standards Affirmation](#)

[Unions - Collective Bargaining Agreements](#)

[Grievance Procedures](#)

[Resources](#)

[Equal Opportunity Statement for Publications](#)

[Support Resources](#)