

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The University of Texas at Dallas is committed to equal opportunity in employment for all individuals. The University prohibits discrimination and/or harassment on any basis prohibited by applicable federal or state law including race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, citizenship, veteran status, disability, or genetic information, in recruitment, employment, promotion, compensation, benefits, or training.

We recruit, hire, train and promote persons in all job titles and ensure that all personnel actions (such as compensation, benefits, transfers, terminations, training, and social and recreational programs) are based on valid job requirements and comply with federal and state regulations and university policy.

These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, and training and career development programs. This policy statement serves to remind all employees of their rights and responsibilities under the law.

UT Dallas prohibits retaliation against employees or applicants resulting from filing of a complaint, or assisting or participating in an investigation or other activity relating to a violation of any applicable equal employment opportunity law or exercising any other right protected by such laws. It is the mission of the University to fulfill the intent and spirit of equal opportunity laws by providing equitable resolutions to complaints and striving for an environment free of discrimination, harassment and retaliation.

The Equal Employment Opportunity/Affirmative Action (EEO/AAP) policy shall be implemented throughout the University. It is the responsibility of all departments and personnel to ensure the University's compliance with the law by adhering to all selection policies and procedures. However, our EEO Policy is much more than complying with the law. As one of the most diverse universities in the country we must continue our commitment to creating an environment that not only follows the law, but establishes an environment that is inclusive - - where individuals with various backgrounds can contribute and learn from each other.

As President of the University, I personally support and agree with our EEO/AAP policy. I have designated the Assistant Vice President of Institutional Equity & Compliance to monitor, evaluate, and update me on progress towards achieving the goals established in our Affirmative Action Plan

Finally, the Institutional Equity Department of the Office of Institutional Equity & Compliance is established at this University to investigate allegations of discrimination, harassment and retaliation against any individual on any basis prohibited by applicable law or university policy. Any member of the university community who feels he or she has been subjected to discrimination, harassment or retaliation should contact the Office of Institutional Equity & Compliance, 800 West Campbell Rd. SPN 15, Richardson, Texas 75080-3021, via email at james.dockery@utdallas.edu or by phone at (972) 883-2292 All inquiries will be confidential, to the extent permitted by law.



President

12-4-2015

Date