To: All Employees

From: James Dockery, Assistant Vice President

Date: July 1, 2017

Subject: Equal Employment Opportunity for Individuals with Disabilities and Protected Veterans

As part of our continuing commitment to Equal Employment Opportunity, the University of Texas at Dallas has a policy of hiring and promoting individuals based on ability and potential and without regard to those facts that have no bearing on the execution of job responsibilities. UT Dallas takes affirmative steps to employ and advance females, minorities, Individuals with Disabilities, and Protected Veterans in the workplace, as defined below.

An “Individual with a Disability” - is any person who: (1) has a physical or mental impairment which substantially limits one or more of a person's major life activities; (2) has a record of such impairment; or (3) is regarded as having such an impairment.

A “Disabled Veteran” means a veteran of the U.S. military ground, naval, or air service who: (1) is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) was discharged or released from active duty because of a service-connected disability.

A “Recently Separated Veteran,” means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military ground, naval, or air service.

An “Active Duty, Wartime or Campaign Badge Veteran” means a veteran who served on active duty in the U.S. military ground, naval, or air service during the following periods of war:

a. Persian Gulf War – August 2, 1990 to present;
b. Vietnam Era – February 28, 1961 – May 7, 1975 for veterans serving in the Republic of Vietnam or August 5, 1964 – May 7, 1975 for all other cases; or

or served in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

An “Armed Forces Service Medal Veteran” means a veteran who, while serving on active duty in the U.S. military ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 Fed. Reg. 1209).
The plan for taking steps to employ and advance Individuals with Disabilities and Protected Veterans is available for inspection upon request in the Office of Institutional Equity and during normal business hours.

If you would like to self-identify as a Protected Veteran and/or as an Individual with a Disability, you may do so online through Galaxy under Voluntary Self Identification. If you require an accommodation due to a disability, please contact the Employee Relations staff in the Office of Human Resources at 972-883-2221.

You may self-identify at any time. Information concerning your status will be kept confidential except to the extent necessary to provide special accommodations or emergency treatment. Your participation is voluntary; failure to respond will not result in adverse treatment.