

UI FACULTY-STAFF HANDBOOK

CHAPTER THREE:

EMPLOYMENT INFORMATION CONCERNING FACULTY AND STAFF

July 2003

3200

POLICY OF NONDISCRIMINATION

PREAMBLE: This section explains the University of Idaho nondiscrimination policy and was added to the Faculty Staff Handbook in January 2003. Further information on this policy and on the relevant federal and state laws lying behind it may be obtained from the [Human Rights Compliance Office \(208\)-885-4212](http://www.webs.uidaho.edu/hrco), ~~Office of Diversity and Human Rights (208-885-9229)~~, <http://www.webs.uidaho.edu/hrco>.

The University of Idaho has a policy of nondiscrimination on the basis of race, color, religion, national origin, sex, ~~sexual orientation, gender identity/expression~~, age, disability or status as a Vietnam era veteran. This policy applies to all programs, services, and facilities, and includes, but is not limited to, applications, admissions, access to programs and services, and employment.

Such discrimination is prohibited by titles VI and VII of the Civil Rights Act of 1964, title IX of the Education Amendments of 1972, sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, ~~the Pregnancy Discrimination Act of 1978~~, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act Amendments of 1978, the Americans With Disabilities Act of 1990, the Civil Rights Act of 1991, the Rehabilitation Act Reauthorization of 1992, ~~and~~ other state and federal laws and regulations ~~and university commitments~~.

Sexual harassment violates state and federal law and policies of the Board of Regents, and is expressly prohibited, as stated in Faculty Staff Handbook (FSH) 3220. The University of Idaho also prohibits discrimination on the basis of sexual orientation ~~and gender identity/expression~~, as stated in FSH 3215. ~~The entire FSH can be accessed online at <http://www.its.uidaho.edu/fsh>.~~

Questions or concerns about the content and application of these laws, regulations or University policy may be directed to the ~~Special Assistant to the President for Diversity and Human Rights (885-9229); Director for Human Rights Compliance Officer (885-4212 or hrco@uidaho.edu)~~ ~~9229~~; Coordinator of Disabled Student Services (885-7200); Regional Office for Civil Rights, U.S. Department of Education in Seattle 206-220-7900); Equal Employment Opportunity Commission, Seattle District Office (206-220-6883); or Pacific Regional Office of Federal Contract Compliance Programs, U.S. Department of Labor in San Francisco 415-848-6969. Complaints about discrimination or harassment should be brought to the attention of the UI ~~Office of Diversity and Human Rights Compliance Officer (885-4212/9229~~ or ~~diversityhrco@uidaho.edu~~). Retaliation for bringing forward a complaint is prohibited by FSH 3810.