

# UNIVERSITY OF WISCONSIN – STEVENS POINT

## EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY

### **PURPOSE**

The University of Wisconsin-Stevens Point is committed to a policy of equal employment opportunity and nondiscrimination. The University's Affirmative Action Plan represents both a commitment to hire and promote underrepresented groups, and a positive effort to assure that minorities, women, and persons with disabilities are not underrepresented among our employees.

### **Objectives**

The objectives of the University include a commitment to prevent and eliminate discrimination or harassment by supervisors, coworkers, or students on the basis of age, race, color, religion, sex, gender identity or expression, national origin, ancestry, pregnancy, marital status, parental status, sexual orientation, disability, political affiliation, arrest record, membership in the National Guard, state defense force and/or any other reserve component of the military forces of the United States or of this state, or other protected class status. Such harassment is unlawful in the state of Wisconsin.

### **RESPONSIBILITY**

#### **Program Development**

The responsibility for the development of an effective affirmative action program on this campus is assigned to the Affirmative Action Director.

#### **Program Implementation**

Administrative personnel are responsible for implementation of the affirmative action/equal employment program and for enforcement in their area of responsibility. Affirmative action programs will be monitored and management performance in this program will be evaluated as is performance of other administrative objectives.

#### **Discriminatory Practices**

Each administrative officer of the University is responsible for eliminating discriminatory practices where they exist and for assuring that applicants and employees are not denied access to employment, training, transfers, or promotions based upon age, race, color, religion, sex, gender identity or expression, national origin, ancestry, marital status, pregnancy, parental status, sexual orientation, disability, political affiliation, arrest record, membership in the National Guard, state defense force or any other reserve component of the military forces of the United States or this state, or other protected class status.

#### **Compliance**

Federal, state, and gubernatorial laws and orders regulate affirmative action and equal employment opportunity practices in the State of Wisconsin. The University of Wisconsin-Stevens Point is committed to complying with these rules and acknowledges equal employment opportunity as a legal responsibility. In addition, this commitment is institutionalized and incorporated into the *University Handbook*, institutional policy, administrative evaluations, and University structure and procedures. The Compliance Officer at UWSP is Mai H. Vang, 210 Old Main, ext. 2002.

#### **Related Policies**

Additional policies which further describe and support the University's commitment to a discrimination- and harassment-free environment are the "Sexual Harassment Policy," the "Discrimination-free Environment Policy," and the various policies and procedures for dealing with allegations and complaints of harassment or discrimination under Chapters UWS and UWSP 3, 4, 6, 10, 11, and 13.

### **APPLICATION**

The University is committed to an affirmative action/equal opportunity program to assure that all employees are treated fairly.

#### **Equal Employment Opportunity**

The University is committed to equal employment opportunity for all persons, regardless of race, creed, ancestry, religion, color, sex, gender identity or expression, national origin, age, disability, arrest record, marital status, pregnancy, parental status, political affiliation, sexual orientation, or membership in the National Guard, state defense force or any other reserve component of the military forces of the United States or this state, or other protected class status.

### **General Principle**

All classified, unclassified, and student positions are open to both sexes, persons with disabilities, and members of minority groups.

### **Employment Considerations**

The individual's ability and willingness to do the job are the only considerations, and jobs may not be restricted

- To members of one race, color, religion, creed, age, sex, gender identity or expression, or national origin for reasons such as the preferences of coworkers, employers, clients, or customs;
- Because a job has been traditionally limited to members of one sex or race;
- By an assumption that members of one sex or race are less able to do a particular job--such as assemble parts, type, operate machinery, serve as lead worker--without regard to the applicant's actual abilities.

### **Affirmative Action Needed**

Affirmative action efforts for women, racial/ethnic minorities, persons with disabilities and Vietnam Era and disabled veterans are required when necessary to ensure equal opportunity and to overcome the effects of past discrimination. When deemed necessary, affirmative action will affect all employment practices, including but not limited to recruiting, hiring, transfer, layoff, termination, retention, promotion, certification, and testing.

### **Disability Accommodation**

Reasonable accommodations for persons with disabilities are provided to ensure equal access to employment in accordance with federal and state regulations.

### **Retaliation Prohibited**

Retaliation against an employee who files a discrimination complaint is also a form of discrimination and will not be tolerated.

### **Equal Educational Opportunity**

Under the provisions of 36.12 (1) Wis. Stats., "No student may be denied admission to, participation in, or the benefits of, or be discriminated in any service, program, course or facility of the system or its institutions or centers because of the student's race, color, creed, religion, sex, gender identity or expression, national origin, disability, ancestry, age, sexual orientation, pregnancy, marital status or parental status."

### **Students' Rights**

The University of Wisconsin-Stevens Point affirms the right to equal opportunity in education. All campus programs and activities are equally available to all students. In its educational programs, activities, and employment practices, the University does not discriminate on the basis of age, race, color, religion, sex, gender identity or expression, national origin, ancestry, pregnancy, marital status, parental status, sexual orientation, disability, political affiliation, arrest record, membership in the National Guard, state defense force and/or any other reserve component of the military forces of the United States or this state.

### **Religious Accommodations**

In response to an employee's or student's request, reasonable accommodations are provided for religious practices.

### **Student Complaints**

Students wishing to file a discrimination complaint with the University of Wisconsin-Stevens Point should do so with the Affirmative Action Director within 300 days of the alleged violation.

## **AFFIRMATIVE ACTION PLAN**

UWSP's Affirmative Action Plan requires that the campus, including each department/unit, affirm its commitment to implement all federal, state and University of Wisconsin System equal employment opportunity and affirmative action laws, executive orders, rules, regulations and policies.

Such laws and regulations include but are not limited to

- Equal Pay Act of 1963;
- Title VII of the Civil Rights Act of 1964;
- Age Discrimination in Employment Act of 1967;
- Sections 503 and 504 of the Rehabilitation Act of 1973;
- Executive Order 11246;
- Title IX of the Education Amendments of 1972;
- Section 402 of the Vietnam Veterans Readjustment Act of 1974;
- Wisconsin Statutes Chapter 230;
- Wisconsin Fair Employment Act;
- Executive Order 28; and
- University of Wisconsin System EEO/AA Policy.

Passed by UWSP Faculty Senate February 17, 1993  
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