



Subject:	Equal Opportunity, Diversity, and Nondiscrimination
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401.1 Purpose

To provide for equal opportunity, diversity, and nondiscrimination in employment programs, educational programs, services, and activities.

401.2 Approval

USTC Board of Trustees approval: August 20, 2009. Revised: June 8, 2016; September 13, 2017.

401.3 References

UCA 34A-5-106, Discriminatory or Prohibited Employment Practices — Permitted Practices
Title VI of the Civil Rights Act of 1964, as amended
Section 504 of the Rehabilitation Act of 1973
The Older Americans Act of 1975
The Vietnam Era Veterans Readjustment Assistance Act of 1974
Title IX of the Education Amendments of 1972
The Americans with Disabilities Act of 1990

401.4 Policy

- 4.1 **Commitment to Equal Opportunity and Diversity:** Equal opportunity and diversity strengthen institutions, stimulate creativity, promote the exchange of ideas, and enrich college life. The USTC Board of Trustees values equal opportunity and diversity, and directs USTC colleges to seek qualified students, faculty, and staff from diverse backgrounds.
- 4.2 **Commitment to Nondiscrimination:** The Board prohibits discrimination, harassment, and prejudicial treatment against any person in the administration of employment programs, educational programs, services, and activities. This includes action based on race, color, religion, national or ethnic origin, gender, pregnancy, childbirth, pregnancy-related conditions, age, disability, veteran status, or otherwise as provided by law.
- 4.3 **Complaint Procedures:** The Board directs the USTC colleges and Office of the Commissioner to provide grievance procedures for prompt and equitable resolution of employee and student complaints of discrimination, harassment, or prejudicial treatment in violation of this policy.