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# Office of Affirmative Action

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Questions  
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Answers

THE UNIVERSITY OF IOWA  
OFFICE OF AFFIRMATIVE ACTION

202 JESSUP HALL  
335-0705 (VOICE) 335-0697 (TEXT)

## What are Equal Employment Opportunity and Affirmative Action?

Equal Employment Opportunity means that

- all individuals must be treated equally in all employment activities (hiring, training, or promotion). Each person is to be evaluated on his or her ability to do the job, and must not be subjected to discrimination based on race, color, sex, religion, age, national origin, disability, or status as a disabled veteran or Vietnam-era veteran.

Affirmative Action requires that additional efforts be made to increase employment and educational opportunities for women and members of minority groups to eliminate underutilization in job classifications. Because The University of Iowa holds federal contracts, it is required to develop and carry out a written Affirmative Action Plan to identify and remove any remaining discriminatory barriers within the University.

Equal Employment Opportunity and Affirmative Action in employment are required by Executive Order 11246 (as amended by 11375), by Section 503 of the Rehabilitation Act of 1973, and by the Vietnam-Era Veterans' Readjustment Assistance Act of 1974. In addition to the above, a number of federal statutes prohibit discrimination in employment, including Title VII of the Civil Rights Act of 1964 (on the basis of race, color, national origin, religion, and sex), the Age Discrimination Act of 1967, and the Americans with Disabilities Act of 1990 (ADA). Discrimination in education is

prohibited by Title VI of the Civil Rights Act of 1964 (on the basis of race and national origin) and Title IX of the Education Amendments of 1972 (on the basis of sex). The University of Iowa's Human Rights Policy prohibits discrimination in employment and education.

The University of Iowa values diversity among students, faculty, and staff and regards Equal Employment Opportunity and Affirmative Action as tools to achieve diversity. The University believes that a rich diversity of people and the many points of view they bring serve to enhance the quality of the educational experience at The University of Iowa.

## **What groups are protected?**

- Racial and ethnic minorities
- Women (including pregnant women)
- Members of any religious group
- Men and women age 40+
- Persons with disabilities
- Disabled veterans and veterans of the Vietnam Era
- Additional classifications covered by the UI Human Rights Policy:
  - sexual orientation
  - gender identity
  - any classification that deprives the person of consideration as an individual

## What is the role of the Office of Affirmative Action at The University of Iowa?

The Office of Affirmative Action reports

- directly to the President of the University and is charged with the day-to-day implementation of affirmative action policies.

The major responsibilities of the Office of Affirmative Action are to ensure compliance with statutory and regulatory requirements and to educate the University community about affirmative action and equal employment laws.

The Director and staff members:

- Ensure that University employment policies and programs comply with relevant regulations and guidelines, including those of the Office of Federal Contract Compliance Programs (OFCCP), Equal Employment Opportunity Commission (EEOC), the Department of Education's Office for Civil Rights (OCR), and the Iowa Civil Rights Commission (ICRC); and coordinate compliance with the ADA;
- Participate in developing University policy pertaining to equal employment opportunity and affirmative action;
- Design and implement auditing and reporting systems to measure the effectiveness of the affirmative action program;
- Identify areas of discrimination or inequity and determine corrective action; and
- Develop action-oriented programs to attain established goals and objectives.

## **What can I do if I feel that I have been discriminated against?**

All employees and students of The University of Iowa may obtain information regarding their rights and proper procedures for the resolution of problems by contacting the Office of Affirmative Action. If you believe you have experienced discrimination, including sexual harassment, you may file a complaint with the Office of Affirmative Action. Inquiries, informal resolutions, and formal complaints are handled confidentially.

## **What other services does the Office of Affirmative Action provide?**

The Office of Affirmative Action:

- Assists in developing resources for the recruitment of members of protected groups;
- Provides training and workshops for students, staff, and faculty on affirmative action, diversity, sexual harassment, nondiscrimination, disability awareness, homophobia, and hiring procedures;
- Provides statistical information related to affirmative action and employment practices at The University of Iowa;
- Reviews and approves University employment procedures to ensure nondiscrimination in the interviewing and placement of employees; and
- Facilitates the provision of reasonable accommodations for people with disabilities.

**For more information please contact:**

**Office of Affirmative Action**

- The University of Iowa  
202 Jessup Hall  
Iowa City, IA 52242-1316  
(319) 335-0705 (voice)  
(319) 335-0697 (text)

**Office of the Ombudsperson**

C108 Seashore Hall  
(319) 335-3608

**Human Rights Committee**

The University of Iowa  
114 Jessup Hall  
(319) 335-3557

## The University of Iowa Policy on Human Rights

The University of Iowa brings together in common pursuit of its educational goals persons of many nations, races, and creeds. The University is guided by the precepts that in no aspect of its programs shall there be differences in the treatment of persons because of race, creed, color, national origin, age, sex, disability, sexual orientation, gender identity, or any other classification that deprives the person of consideration as an individual, and that equal opportunity and access to facilities shall be available to all. Among the classifications that deprive the person of consideration as an individual are those based on associational preference. These principles are expected to be observed in the internal policies and practices of the University; specifically in the admission, housing, and education of students; in policies governing programs of extracurricular life and activities; and in the employment of faculty and staff personnel. The University shall work cooperatively with the community in furthering these principles.

(Policy on Human Rights amended 4/96)

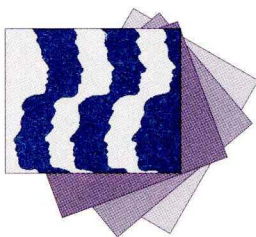


## Nondiscrimination Statement

The University of Iowa prohibits discrimination in employment and in its educational programs and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information on nondiscrimination policies, contact the Coordinator of Title IX, Section 504, and the ADA in the Office of Affirmative Action, 319/335-0705 (voice) or 319/335-0697 (text), 202 Jessup Hall, The University of Iowa, Iowa City, Iowa 52242-1316.

## Diversity Statement

The University of Iowa values diversity among students, faculty, and staff, and regards Equal Employment Opportunity and Affirmative Action as tools to achieve diversity. The University believes that a rich diversity of people and the many points of view they bring serve to enhance the quality of the educational experience at The University of Iowa.



### **Office of Affirmative Action**

202 Jessup Hall

335-0705 (voice)

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**THE UNIVERSITY OF IOWA**  
Iowa City, Iowa 52242



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