

WHAT is Equal Opportunity at UK?

- Equal Opportunity Compliance and Complaint Resolution
- Training and Outreach
- Reasonable Accommodation and Americans with Disabilities Act (ADA) Compliance
- Affirmative Action Programs
- Diversity Initiatives
- Employee Advising
- Guidance in meeting the goals of “The Kentucky Plan” for Equal Opportunities in Postsecondary Education.

WHY is Equal Opportunity Important at UK?

The mission of the Office of Institutional Equity and Equal Opportunity is to promote an environment free of discrimination and inequity in accordance with the University Strategic Plan, and federal and state equal opportunity statutes. The University of Kentucky values the contribution of all students, faculty, staff and visitors in our community of learning.

The Office of Institutional Equity and Equal Opportunity is responsible for upholding the University’s commitment to equal opportunity for members of the University community in academic programs, research, service and employment.

Our goal is to cultivate an environment free of discrimination and to provide equitable resolution to complaints alleging discrimination based on race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, marital status, uniform service, veteran status or mental or physical disability.

Plan an in-service training for your group!

Most of us know that ongoing education is a life long process. The Institutional Equity and Equal Opportunity Office realizes the importance of making sure that all members of the University community are informed about equal opportunity and know how it applies to programs and employment. That is why we offer a variety of training opportunities. We provide training on equal opportunity issues that can be brought exclusively to your unit. Take advantage of the ability to participate in meaningful discussion with professional facilitation by scheduling a presentation. For a detailed listing of training opportunities visit our website at:

<http://www.uky.edu/EVPFA/EEO/training.html>

Need to know more about reasonable accommodations?

The University is dedicated to providing reasonable accommodation to qualified students, employees, and all those with disabilities participating in programs and services. This is done in accordance with the Rehabilitation Act of 1973, the Americans with Disabilities Act or 1990 and as detailed in the University of Kentucky Affirmative Action Plan.

STUDENTS:

If you are a UK student and need reasonable accommodation, you should contact the **Disability Resource Center, Room 2, Alumni Gym, (859) 257-2754.**

FACULTY AND STAFF:

If you are a qualified UK faculty member or staff employee with a disability, you may request reasonable accommodation from your supervisor, chair, dean, director, or by contacting the Office of Institutional Equity and Equal Opportunity. Get an accommodation request from our office or online.

If you have questions about your rights under the ADA, whether you are a qualified individual with a disability, or the documentation required to establish that status, you should contact the Institutional Equity and Equal Opportunity Office. Individuals, supervisors, or an individual with their supervisor may schedule an appointment to determine eligibility and the reasonable, effective accommodations that enable individuals to successfully do the essential functions of their position.

APPLICANTS FOR EMPLOYMENT:

If you are interested in employment at the University of Kentucky and require reasonable accommodation during the application process, contact: **Human Resources, Room 109, Scovell Hall, (859) 257-9555.**

Call Us at: 859-257-8927

**Write or Visit us at:
Office of Institutional Equity
and Equal Opportunity**

**13 Main Building
Lexington, KY 40506-0032**

Fax: 859-323-3739

Email Us at: AskEO@email.uky.edu

**For Additional Information visit:
<http://www.uky.edu/EVPFA/EEO>**

**Office of Institutional Equity
and Equal Opportunity**

Fall 2006

Compliance with Regulation

The University of Kentucky is committed to a policy of providing equal opportunities for all persons in recruitment, appointment, promotion, payment, training, and other employment and education practices without regard for economic or social status and will not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, marital status, or age. The University does not discriminate on the basis of uniform service, veteran status, or physical or mental disability when an individual otherwise meets the minimum qualifications for application or participation. Compliance with Title IX of the Educational Amendments of 1972, which prohibits sex discrimination, and with Title VI and Title VII of the Civil Rights Act of 1964 is coordinated by the Institutional Equity and Equal Opportunity Office.

Efforts to comply with the laws and regulations applicable to people with disabilities are also coordinated by the Institutional Equity and Equal Opportunity Office, as required by Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

The written University of Kentucky Affirmative Action Plan (AAP), in accordance with Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, and The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), may be viewed in the Institutional Equity and Equal Opportunity Office. The AAP is available from 9 a.m. until noon and 1:00 p.m. until 4:00 p.m. Monday thru Friday when the University of Kentucky is officially in session.

Making Discrimination and Harassment Complaints

All members of the University community should become more knowledgeable of and sensitive to the impact of discriminating behavior toward others. Instructors and supervisors have a special responsibility to help create an environment that discourages all forms of discrimination.

The Office of Institutional Equity and Equal Opportunity is the University office charged with handling both formal and informal complaints. Students, faculty or staff with questions about filing a discrimination or harassment complaint should contact this office.

Individual and group consultation and training are available by contacting the Office of Institutional Equity and Equal Opportunity. Online sexual harassment training is also available by accessing www.uky.edu/EVPFA/EEO.

WHO is Equal Opportunity at UK?

INSTITUTIONAL EQUITY & EQUAL OPPORTUNITY STAFF

Terry Allen, Associate Vice President for Institutional Equity

Patty Bender, Assistant Vice President for Equal Opportunity

Heather Conger, Technical Compliance Officer

Merideth Murphy, Administrative Support Associate

We must create an inclusive living and learning environment for faculty, staff and students through leadership training, professional development, and mentoring programs that promote sensitivity and respect for the full range of human diversity.

*University of Kentucky
Strategic Plan*

Office of Institutional Equity and Equal Opportunity

13 Main Building
Lexington, KY 40506-0032
Phone: 859-257-8927
Fax: 859-323-3739
<http://www.uky.edu/EVPFA/EEO>



UNIVERSITY OF KENTUCKY

Office of Institutional Equity and Equal Opportunity



What is Equal Opportunity at UK?

AN EQUAL OPPORTUNITY UNIVERSITY