

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 Office of Institutional Equity and Equal Opportunity.

Efforts to comply with the laws and regulations applicable to people with disabilities are also coordinated by the Office of Institutional Equity and Equal Opportunity, 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 1979 (VEVRAA), may be viewed in the Office of Institutional Equity and Equal Opportunity. The AAP is available from 9:00 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. The AAP may also be viewed on-line (www.uky.edu/EVPFA/EEO) and in the W.T. Young Library Reference Desk.

Procedures for Discrimination and Harassment Complaints

The Office of Institutional Equity and Equal Opportunity is the University office charged with handling complaints of discrimination and for developing procedures for the investigation and resolution of reports.

In determining whether alleged conduct constitutes harassment, the record as a whole will be considered, as well as the totality of the circumstances. This means that the nature of the alleged conduct and the context in which the alleged conduct occurred will be examined and evaluated to determine whether the totality of circumstances of the conduct created a violation of University policy.

Who To Contact:

A complaint of discrimination or harassment may be initiated by contacting any dean, director, faculty member, department head, manager, supervisor, or other individual with supervisory or administrative responsibility. Any such individual who receives a complaint of discrimination or harassment shall report the allegation to the Office of Institutional Equity and Equal Opportunity.

Everyone may report discrimination or harassment without fear of retaliation. Any form of retaliation is considered serious even in the absence of a finding of discrimination.

WHO is Equal Opportunity at UK?

Terry Allen, Associate Vice President for Institutional Equity

Patty Bender, Assistant Vice President for Equal Opportunity

Heather Roop, Technical Compliance Officer

Beth Hunter, Administrative Support Associate

Office of Institutional Equity and Equal Opportunity

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



An Equal Opportunity Employer

Equal Opportunity

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
- Monitoring and advising in meeting the goals of the "Kentucky Public Postsecondary Education Diversity Policy."

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.

The Office of Institutional Equity and Equal Opportunity is responsible for upholding the University's commitment to equal opportunity 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!

Education is a life long process. The Office of Institutional Equity and Equal Opportunity 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 which may be customized to meet your specific needs. Take advantage of the ability to participate in meaningful discussion with professional facilitation by scheduling a presentation. For a 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 accommodations to qualified students, employees, and those with disabilities participating in programs and services. This is done in accordance with the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and as detailed in the University of Kentucky Affirmative Action Plan.

STUDENTS:

If you are a UK student and need reasonable accommodations, 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. Acquire an accommoda-

tion request form 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 Office of Institutional Equity and Equal Opportunity. Individuals, supervisors, or an individual with their supervisor may schedule an appointment to determine eligibility and the reasonable effective accommodations that may 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 accommodations during the application process, contact: **Human Resources Employment, Room 109, Scovell Hall, (859) 257-9555.**

Embracing and nurturing diversity is the responsibility of every member of the University community. It must be clear and convincingly evident that diversity is an essential value that informs every area and aspect of the University community. Through its own example and engagement, the University will improve the climate for diversity throughout Kentucky.

*University of Kentucky
2009-2014 Strategic Plan*