

University of Virginia Equal Employment Opportunity and Affirmative Action Statement

The University of Virginia is committed to equal employment opportunity and affirmative action. To fulfill this commitment, the University administers its programs, procedures and practices without regard to age, color, disability, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information and operates both affirmative action and equal opportunity programs, consistent with resolutions of the Board of Visitors and with federal and state requirements, including the Governor's Executive Order Number One (2014).

The University's policies on "Preventing and Addressing Discrimination and Harassment" and "Preventing and Addressing Retaliation" implement this statement. The Office of Equal Opportunity Programs has complaint procedures available to address alleged violations of these policies.

Federal Laws and Executive Orders

- **The Age Discrimination in Employment Act of 1967, as amended in 1974**, protects applicants and employees 40 years of age or older from discrimination on the basis of age.
- **The Civil Rights Act of 1964, Titles VI and VII, as amended**, prohibits discrimination on the basis of race, color, religion, or national origin.
- **The Equal Pay Act of 1963** prohibits discrimination in wages on the basis of gender.
- **The Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, as amended**, prohibits discrimination, requires affirmative action, *and* requires employers provide reasonable accommodation to employees and job applicants.
- **Executive Order 11246, as amended**, prohibits job discrimination and requires affirmative action in employment of women and minorities.
- **The Civil Rights Act of 1991**, among other things, provides monetary damages in cases of intentional employment discrimination.
- **Equal Protection Clause of the 14th Amendment of the U.S. Constitution** prohibits states from denying any person within its jurisdiction the equal protection of the laws. In other words, the laws of a state must treat an individual in the same manner as others in similar conditions and circumstances.
- **The Higher Education Act of 1972, Title IX, as amended**, prohibits employment discrimination on the basis of gender in educational programs which receive federal financial assistance.

OFFICE of EQUAL OPPORTUNITY PROGRAMS

- **The Veterans Readjustment Benefits Act (amended by the Vietnam Era Veterans Readjustment Assistance Act of 1974 and the Veterans Employment Opportunities Act of 1998)** prohibits job discrimination and provides affirmative action in hiring.
- **Uniform Services Employment and Reemployment Rights Act of 1994, as amended**, prohibits discrimination against persons because of their service in the uniformed services and requires reemployment of individuals returning from a period of service in the uniformed services.
- **Genetic Information Nondiscrimination Act (GINA) of 2008**, prohibits discrimination on the basis of genetic information with respect to health insurance and employment.

State Law and Executive Order

- **Executive Order No.1 (2014)** - Equal Opportunity (<https://governor.virginia.gov/policy/executive-orders/eo-1-equal-opportunity/>)
- **The Virginia Human Rights Act** declares that it is the policy of the Commonwealth to protect all individuals in the Commonwealth from unlawful discrimination based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, or disability, in places of public accommodations, including educational institutions and in employment. (<http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+2.2-3901>)

References and Resources

- The University of Virginia's Office of Equal Opportunity Programs (EOP) (<http://www.virginia.edu/eop>) offers detailed information about equal opportunity laws and procedures.
- The U.S. Equal Employment Opportunity Commission (EEOC) (<http://www.eeoc.gov>) lists Federal laws and regulations with detailed information.
- The U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) (<http://www.dol.gov/dol/topic/discrimination/index.htm>) has detailed information about equal employment opportunity laws.
- The U.S. Department of Education, Office for Civil Rights (OCR) (<http://www2.ed.gov/about/offices/list/ocr/index.html>). Their mission is to ensure equal access to education and to promote educational excellence throughout the nation through vigorous enforcement of civil rights.