

R801-1. Purpose: To provide, in the Utah System of Higher Education, for equal opportunity and diversity, and nondiscrimination in employment and educational programs, services and activities on the basis of race, color, religion, national or ethnic origin, gender, pregnancy, childbirth, pregnancy-related conditions, age, disability, veteran status, or otherwise as provided by law.

R801-2. References

- 2.1. Utah Code §34A-5-106 (Discriminatory or Unfair Employment Practices - Permitted Practices)
- 2.2. Title VI of the Civil Rights Act of 1964, as amended
- 2.3. Section 504 of the Rehabilitation Act of 1973
- 2.4. The Older Americans Act of 1975
- 2.5. The Vietnam Era Veterans Readjustment Assistance Act of 1974
- 2.6. Title IX of the Education Amendments of 1972
- 2.7. The Americans with Disabilities Act of 1990
- 2.8. Policy and Procedures R831, Guidelines for Non-Faculty Staff Employment Grievances Policy

R801-3. Policy

3.1. Commitment to Equal Opportunity and Diversity: Equal opportunity and diversity strengthen the institutions of higher education, stimulate creativity, promote the exchange of ideas, and enrich campus life. The State Board of Regents values equal opportunity and diversity and directs the institutions of the System of Higher Education to seek qualified students, faculty and staff from diverse backgrounds.

3.2. Commitment to Nondiscrimination: The State Board of Regents, the Office of the Commissioner, and the institutions of the System of Higher Education shall not engage in discrimination, harassment or prejudicial treatment against any person in the administration of their employment and educational programs, services and activities, on the basis of race, color, religion, national or ethnic origin, gender, pregnancy, childbirth, pregnancy-related conditions, age, disability, veteran status, or otherwise as provided by law.

3.3. Complaint Procedures: The Board directs the institutions and the 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.

¹ Adopted May 24, 1977, amended July 27, 1977 and May 31, 2002.