Equal Employment Opportunity

Scope
This policy applies to all University of Texas Health Science Center at Tyler (the "University") staff.

Purpose
To define the University's policy on providing equal opportunities in all employment-related activities, non-discrimination under any University sponsored program or activity, and maintaining a workplace free of harassment and intimidation.

POLICY
As an Equal Opportunity Employer, the University will, in accordance with State and Federal law and regulations, provide equal opportunity in all employment related activities without regard to race, color, religion, national origin, gender, age, disability, sexual preference, or status as a disabled veteran or a veteran of the Vietnam Era.

Further, no person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity sponsored by the University on any basis of race, color, national origin, religion, gender, age, veteran status or disability.

Non-discrimination also includes laws and regulations resulting from the Genetic Information Non-Discrimination Act of 2008 (GINA), which prohibits discrimination with respect to hiring, promotion and demotion, seniority, discipline, termination, compensation and other terms, conditions and privileges of employment. The GINA also prohibits policies and practices that limit, segregate or classify employees because of genetic information. More information on GINA, including exceptions, can be found at www.eeoc.gov.

It is a policy of the University to maintain a work place free of sexual harassment and intimidation. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual; or such conduct has the purpose or effect of substantially interfering with an individual's professional performance or creating an intimidating, hostile or offensive employment environment.

All new employees are required to participate in training related to the University's non-discrimination policies,
Applicable Employment Laws

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, and other aspects of employment on the basis of race, color, religion, sex, or national origin.

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving federal financial assistance.

The Age Discrimination in Employment Act of 1967, as amended, prohibits age discrimination and protects applicants and employees forty (40) years of age or older from discrimination on account of age in hiring, promotion, discharge, compensation, terms, conditions, or privileges of employment.

The Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.


Section 503 of the Rehabilitation Act of 1973, as amended, prohibits job discrimination because of handicap and requires affirmative action to employ and advance in employment qualified handicapped individuals who, with reasonable accommodation, can perform the functions of a job.

The Americans with Disabilities Act ("ADA") of 1990, as amended, prohibits discrimination against qualified individuals with disabilities. See ADA in Employment Section for additional information.


The Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. §4331 et seq. prohibits discrimination based on veteran status.

The Civil Rights Acts of 1866 and 1871 have been interpreted to prohibit race discrimination by public employees.

State law, Chapter 21 of the Texas Labor Code, prohibits discrimination in employment based on race, color, disability, religion, gender, national origin, or age.

References

Title VII of the Civil Rights Act of 1964
Texas Labor Code, Chapter 21
GINA 29 CFR, Part 1635 (www.eeoc.gov)
## Approver Signatures

<table>
<thead>
<tr>
<th>Step Description</th>
<th>Approver</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kirk Calhoun: President/Prof of Medicine</td>
<td>03/2017</td>
<td></td>
</tr>
<tr>
<td>Executive Cabinet</td>
<td>Carol Davis: Executive Assistant, Senior</td>
<td>02/2017</td>
</tr>
<tr>
<td>Office of Legal Affairs</td>
<td>Terry Witter: VP, Legal Affairs/ChiefLegalOf</td>
<td>02/2017</td>
</tr>
<tr>
<td>Faculty Senate</td>
<td>Julie Philley: Assoc Prof Of Medicine</td>
<td>02/2017</td>
</tr>
<tr>
<td></td>
<td>Cynthia Scott-Lunau: VP, Human Resources/CHRO</td>
<td>02/2017</td>
</tr>
</tbody>
</table>