



UT System Administration Policy Library – Policy UTS105  
**Sexual Orientation Nondiscrimination  
Policy**

Responsible Officer: Vice Chancellor for Administration  
Sponsoring Office: Office of Employee Services  
Effective Date: August 10, 1990  
Last Reviewed: January 2, 2008  
Next Scheduled Review: December 1, 2011  
Errors or changes to: [policyoffice@utsystem.edu](mailto:policyoffice@utsystem.edu)

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## **POLICY STATEMENT**

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It is the policy of The University of Texas System to strive to maintain an educational and work environment free from impermissible discrimination. In addition to compliance with all applicable federal and state laws and regulations, no person is to be subject to discrimination on the basis of sexual orientation regarding admissions; employment; or access to programs, facilities or services of The University of Texas System. External users of System facilities should also be encouraged to adhere to principles of fair treatment and equal opportunity except as otherwise authorized by laws or governmental regulations.

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## **RATIONALE**

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This policy affirms the commitment of The University of Texas System to equal opportunity and is issued pursuant to Board of Regents' *Rules and Regulations*, Rule 10701.

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## **SCOPE**

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All institutions and UT System Administration

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## **WEBSITE ADDRESS FOR THIS POLICY**

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<http://www.utsystem.edu/policy/policies/uts105.html>

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## **RELATED STATUTES, POLICIES, REQUIREMENTS OR STANDARDS**

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<b>UT System Administration Policies &amp; Standards</b>	<b>Other Policies &amp; Standards</b>
Board of Regents' <i>Rules and Regulations</i> , Rule <a href="#">10701</a> , Policy Against Discrimination	

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## CONTACTS

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If you have any questions about UT System Administration policy UTS 105, *Sexual Orientation Nondiscrimination Policy*, contact the following office(s):

Subject	Office Name	Telephone Number	Email/URL
	Office of Employee Services	512-499-4587	<a href="http://www.utsystem.edu/ohr/">http://www.utsystem.edu/ohr/</a>
	Office of Administration	512-499-4419	<a href="http://www.utsystem.edu/administration/">http://www.utsystem.edu/administration/</a>

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## DEFINITIONS

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None

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## RESPONSIBILITIES

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### **All employees of The University of Texas System and Institutions**

- Strive to maintain an educational and work environment free from impermissible discrimination.
- Comply with all applicable federal and state laws and regulations.
- Do not discriminate on the basis of sexual orientation regarding admissions; employment; or access to programs, facilities or services of The University of Texas System.

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## PROCEDURES

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Allegations of discrimination on the basis of sexual orientation will be handled in the same manner as claims of discrimination on any other basis and should be included in any institutional rules and regulations developed or amended.

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## **FORMS AND TOOLS/ONLINE PROCESSES**

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None

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## **APPENDIX**

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None

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Keywords: nondiscrimination, equal opportunity, discrimination, sexual orientation

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