

1. Title

Equal Employment Opportunity

2. Policy

Sec. 1 Purpose. This policy sets forth the commitment of The University of Texas System to equal employment opportunity and ensures compliance with federal and State laws and regulations in these areas.

Sec. 2 Policy Statement. As provided by Board of Regents' *Rules and Regulations* and U. T. System policy and to the extent provided by applicable law, no person including students, faculty, staff, and temporary workers will be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity sponsored or conducted by the U. T. System or the institutions on the basis of race, color, national origin, religion, sex, sexual orientation, age, or disability. Retaliation against persons who oppose a discriminatory practice, file a charge of discrimination, or testify for, assist in, or participate in an investigative proceeding relating to discrimination is prohibited.

Sec. 3 Training.

3.1 All newly hired employees shall be provided training on institutional policies and procedures that prohibit discrimination, including sexual harassment, no later than 30 days after the date of hire. Program completion by all newly hired employees is mandatory.

3.2 All employees shall be provided supplemental training on institutional policies and procedures that prohibit discrimination, including sexual harassment, every two years. Program completion by all employees is mandatory.

3.3 Electronic or signed documentation of each employee's completion of the required new employee and supplemental training is required.

3.4 The completion of such training shall be noted on the employee's performance evaluations, as appropriate.

3.5 The Office of Employee Services will review the listing of employees having completed the required training and report to the U. T. System the names and departments of all employees not completing the required training.

3.6 The U. T. Systemwide Compliance Officer will undertake appropriate action to assure the completion of the required training by these employees.

Sec. 4 Hirings. The Office of Employee Services will work with departmental management to assess hiring goals in accordance with equal employment opportunity principles.

3. Definitions

None

4. Relevant Federal and State Statutes

[Texas Workforce Commission - Civil Rights](#)

[Texas Labor Code, Chapter 21](#)

[Title VI \(Civil Rights Act 1964\)](#)

5. Relevant System Policies, Procedures, and Forms

[Board of Regents' Rules and Regulations, Rule 10701](#)

[Board of Regents' Rules and Regulations, Rule 30105](#)

[UTS105, Sexual Orientation Nondiscrimination Policy](#)

6. System Administration Office(s) Responsible for Policy

Office of Employee Services

7. Dates Approved or Amended

February 1, 2006

November 16, 2009

July 28, 2011