

Equal Opportunity

STATEMENT

The University of Washington is committed to providing equality of opportunity and an environment that fosters respect for all members of the University community regardless of race, color, creed, religion, national origin, citizenship, sex, age, marital status, sexual orientation (including gender identity), disability, or military status. The University is committed to full and positive compliance with applicable laws and their implementing regulations (UW Executive Order No. 31).

The following federal laws provide protection as summarized:

RACE, COLOR, RELIGION, SEX, AND/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 VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where accommodation does not impose undue hardship.

Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs.

Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities, which receive Federal financial assistance.

Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

DISABILITY

Sections 503 and 504 of the Rehabilitation Act of 1973, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring an undue hardship for the employer. Section 503 also requires that federal contractors take affirmative action to employ and advance qualified individuals with disabilities at all levels of employment, including the executive level. Section 504 prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

Title I and Title V of the Americans with Disabilities Act of 1990 (ADA), as amended, protect qualified applicants and employees with disabilities from discrimination on the basis of disability in advertising, hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring an undue hardship for the employer.

AGE

The Age Discrimination in Employment Act of 1967 (ADEA), as amended, protects applicants and employees 40 years of age or older from discrimination on the basis of age in advertising, hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

GENETIC INFORMATION

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA), protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. Section 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

The State of Washington also provides protection against unlawful discriminatory practices, including:

The Washington State Law Against Discrimination, Chapter 49.60 RCW, prohibits discrimination in employment and public accommodation on the basis of race, creed, color, national origin, families with children, sex, marital status, sexual orientation (including gender identity), age, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability.

Retaliation is prohibited:

The University prohibits retaliation against any party for reporting a complaint of discrimination, cooperating with, or participating in, any investigation of allegations of discrimination or retaliation, and/or for exercising rights protected by *UW Executive Order No. 31*. Federal and state laws prohibit covered entities from retaliating against a person who files a complaint of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

The UW has offices to assist you if you believe you have been discriminated or retaliated against or harassed in violation of any of the laws or policies listed above:

University Complaint Investigation and Resolution Office*

4311 11th Ave NE, Suite 630, Seattle, WA Phone: 206.616.2028

Office of the Vice President and Vice Provost for Student Life*

101 Gerberding Hall PHONE: 206.543.6085

Equal Opportunity/Affirmative Action*

231 Gerberding Hall PHONE: 206.543.1830

Office of the Assistant Dean, The Graduate School*

Communication 026 PHONE: 206.543.5139

Intercollegiate Athletics*

Graves Building PHONE: 206.543.2279

University Ombudsman

206 Condon Hall PHONE: 206.543.6028

Campus Human Resource Operations,

UW Tower, Suite C-1, 4333 Brooklyn Ave NE PHONE: 206.543.2354

Academic Human Resources

240 Gerberding Hall PHONE: 206.543.5630

Harborview Medical Center Human Resources

401 Broadway, Suite 2100, Seattle, WA PHONE: 206.744.9220

UW Medical Center Human Resources

BB-150 UW Medical Center PHONE: 206.598.6116

* denotes University representatives who also serve as Title IX Coordinators

Individuals also have a right to file complaints alleging violation of any of the above laws with state or federal enforcement agencies. These agencies include, among others:

U.S. Equal Employment Opportunity Commission

PHONE: 800.669.4000 (toll-free) or 800.669.6820 (toll-free TTY)

U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP)

PHONE: 206.553.7182 (Seattle) or 800.397.6251 (toll-free) or 202.693.1337 (TTY) (Washington, D.C.)

Washington State Human Rights Commission

PHONE: 800.233.3247 (toll-free) or 800.300.7525 (toll-free TTY)

The University of Washington is an affirmative action employer. A copy of the University's affirmative action plan is available for public inspection by visiting the Office of Equal Opportunity/Affirmative Action, 231 Gerberding Hall, during regular business hours, or anytime on the following website: <http://www.washington.edu/provost/ap/eoaa/>.

This poster is available in alternative formats. Please contact the Disability Services Office (206) 543-6450 or dso@u.washington.edu for assistance.

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