

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, disability, or military status. The University is committed to full and positive compliance with applicable laws and their implementing regulations (University Handbook, Volume Four, Part I, Chapter 2).

The following federal laws provide protection as summarized:

RACE, COLOR, RELIGION, SEX, AND/OR NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination 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, prohibits discrimination in employment. Discrimination on the basis of religion 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 and activities receiving Federal financial assistance.

Title IX of the Education Amendments of 1972 prohibits discrimination and harassment on the basis of sex in educational programs or activities receiving federal funds.

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

DISABILITY

Section 503 and 504 of the Rehabilitation Act of 1973, as amended, prohibits job discrimination because of disability and requires affirmative action to employ and advance in employment qualified individuals with disabilities who, with reasonable accommodation, can perform the essential functions of a 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 in employment, programs, services and activities. The law also requires that covered entities provide qualified individuals with disabilities with reasonable accommodations, unless such accommodations would impose an undue hardship.

AGE

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

PROTECTED 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 qualified Vietnam-era veterans, qualified special disabled veterans, recently separated veterans, and other protected veterans. A recently separated veteran is any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

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, 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, cooperating or participating in the University's complaint process and/or for exercising her/his rights protected by University policy (University Handbook, Volume Four, Part I, Chapter 2). Federal and state laws provide similar protection.

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

University Complaint Investigation Resolution Office*

4311 11th Ave NE, Suite 630, Seattle PHONE: 206.616.2028

University Ombudsman

301 Husky Union Building PHONE: 206.543.6028

Office of the Vice Provost for Student Life*

476 Schmitz Hall PHONE: 206.543.4972

Upper Campus, Bothell and Tacoma Human Resources

Bloedel Hall, Lower level PHONE: 206.543.2354

Harborview Medical Center Human Resources

401 Broadway, Suite 2100, Seattle PHONE: 206.744.9220

UW Medical Center Human Resources

BB-150 UW Medical Center PHONE: 206.598.6116

Health Sciences Human Resources

D-302 Health Sciences PHONE: 206.543.9406

Equal Opportunity/Affirmative Action*

Gerberding Hall PHONE: 206.543.1830

*denotes University representatives who also serve as Title IX Coordinators

Federal agencies are also available and may be contacted, if you believe that any of the above federal laws have been violated. These agencies include, among others:

U.S. Equal Employment Opportunity Commission

PHONE: 800.669.4000

U.S. Department of Labor

Office of Federal Contract Compliance Programs

PHONE: 206.398.8000 (Seattle) or 202.693.0101 (Washington, D.C.)

