

October 1, 2019

MEMORANDUM

To: UofL Faculty and Staff

From: Mary Elizabeth Miles
Interim Associate Vice President for Human Resources

Re: University of Louisville Notice of Nondiscrimination

Attached is the university's annual reaffirmation of commitment to equal educational and employment opportunity. Please take a moment to review this important document.



REAFFIRMATION OF COMMITMENT TO EQUAL EDUCATIONAL & EMPLOYMENT OPPORTUNITY

The University of Louisville is committed to and will provide equality of educational and employment opportunity for all persons regardless of race, sex, age, color, national origin, ethnicity, creed, religion, disability, genetic information, sexual orientation, gender, gender identity and expression, marital status, pregnancy, or veteran status – except where sex or national origin represent bona fide educational or employment qualifications. Further, the university seeks to promote campus diversity by enrolling and employing a larger number of veterans and persons with disabilities, as well as minorities and women where these groups have historically been and continue to be under-represented within the university in relation to availability.

This affirmation is published in accordance with 41 CFR 60 and is in keeping with Title VII of the Civil Rights Act of 1964 and Title IX, Education Amendments of 1972, as amended; Executive Order 11246; the Rehabilitation Act of 1973; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; the Civil Rights Restoration Act of 1988 and Kentucky Statutes.

To ensure that equal educational and employment opportunity exists throughout the university, a results-oriented equal opportunity/affirmative action program will be implemented to overcome the effects of past discrimination and to eliminate any artificial barriers to educational or employment opportunities for all qualified individuals that may exist in any of our programs. The university aims to achieve, within all areas of the university community, a diverse student body, faculty, and staff capable of providing for excellence in the education of its students and for the enrichment of the university community.

The University of Louisville reaffirms its commitment to equality of educational and employment opportunity in its relationships with all members of the university community and its commitment to the elimination of any documented historical and continuing underutilization of women and minorities among the student body or employee complement. The University of Louisville is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously underutilized human resources.

STATEMENT ON DIVERSITY IN THE UNIVERSITY COMMUNITY

The University of Louisville strives to foster and sustain an environment of inclusiveness that empowers us all to achieve our highest potential without fear of prejudice or bias. We commit ourselves to building an exemplary educational community that offers a nurturing and challenging intellectual climate, a respect for the spectrum of human diversity, and a genuine understanding

of the many differences-including race, ethnicity, gender, socio-economic status, national origin, sexual orientation, disability, and religion-that enrich a vibrant metropolitan research university. We expect every member of our academic family to embrace the underlying values of this vision and to demonstrate a strong commitment to attracting, retaining, and supporting students, faculty, and staff who reflect the diversity of our larger society.

UNLAWFUL HARASSMENT, PERSONAL DISCRIMINATION, AND RETALIATION

The University of Louisville's Discriminatory Harassment Policy reflects the commitment to maintain a community that is free from harassment of any kind. Harassment of any kind (including sexual harassment and sexual abuse) is not acceptable at the university. It is inconsistent with the university's commitment to excellence and respect for all individuals. The university is also committed to protecting the academic freedom and freedom of expression of all members of the university community. Academic freedom and freedom of expression includes, but is not limited to, the expression of ideas, however controversial, in the classroom, residence hall, and in keeping with different responsibilities, in work places elsewhere in the university community. The University of Louisville strives to provide equal employment opportunity on the basis of merit and without unlawful discrimination in terms race, sex, age, color, national origin, ethnicity, creed, religion, disability, genetic information, sexual orientation, gender, gender identity or expression, marital status, or pregnancy. In addition, the university prohibits job discrimination of Vietnam era veterans, qualified special disabled veterans, recently separated veterans, and other protected veterans. The university shall make every reasonable effort to select all staff from applicant pools which are representative of the labor market in terms of sex, disability, minority, and veteran status. Furthermore, the university shall not subject employees to unlawful discrimination in terms of compensation, benefits, and/or working conditions. No student or employee shall be subject to retaliation for bringing a good faith complaint pertaining to unlawful harassment or personal discrimination or for protesting such behavior directed against another member of the university community.

For more information concerning ways in which our multicultural learning community may be nurtured and protected or complaint resolution procedures, contact the Office of Student Affairs, the Office of Human Resources, or the Office of Diversity.

For more information regarding sexual misconduct, contact the Office of Human Resources or see the [Sexual Misconduct Brochure](#).

For more information concerning complaint resolutions procedures, contact the Dean of Students' Office at 852-5787 or the Office of Human Resources at 852-6258. For more information concerning ways in which our multicultural learning community may be nurtured and protected, contact the Office of Diversity at 852-5719.

You may also contact the following individuals or agencies:

<p>David Parrott Interim ADA/Title IX Coordinator Dean of Students Office 2100 S. Floyd Street Student Activities Center Louisville, KY 40208 Phone: 502-852-5787</p>	<p>Mary Elizabeth Miles Deputy Title IX Coordinator Interim Associate Vice President for Human Resources 1980 Arthur Street Louisville, KY 40208 Phone: 502-852-6688</p>	<p>Aaron Graham Deputy Title IX Coordinator Lt. Colonel Floyd Street Parking Garage Suite 100 Louisville, KY 40292 Phone: 502- 852-6111</p>	<p>Dr. Angela Taylor Deputy Title IX Coordinator Assistant Provost for Student Affairs Dean of Students Office 2100 S. Floyd Street Student Activities Center Louisville, KY 40208 Phone: 502-852-5787</p>
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Additional Contact:

- Assistant or Associate Vice Presidents, Vice Presidents, Deans, Provosts, Department Chairs, Directors, and Coaches;
- All faculty;
- University of Louisville Police Officers and any contracted security personnel;
- Any employee in a supervisory or management role.

Some forms of harassment and discrimination may violate federal and state laws, and a Complainant or Respondent may choose to contact the following agencies regarding their complaint:

<p>Philadelphia Office for Civil Rights U.S. Department of Education The Wanamaker Building 100 Penn Square East, Suite 515 Philadelphia, PA 19107-3323 Phone: 215-656-8541 TDD: 877-521-2172</p>	<p>Kentucky Commission on Human Rights 332 W. Broadway Louisville, KY 40202 Phone: 1-800-292-5566</p>	<p>Federal Equal Employment Opportunity Commission 600 Dr. Martin Luther King, Jr. Place, Suite 268 Louisville, Kentucky 40202 Phone: 1-800-669-4000 TTY: 1-800-669-6820</p>
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