## Information

Equal Employment Opportunity

## Effective

May 1, 1992

## Number

PER-1.01

## Applicability

This policy applies to University Administrators, Faculty, and Staff.

## Administrative Authority

Vice President for Human Resources

## Responsible Unit

Human Resources

Phone: 502-852-6258

Email: askhr@louisville.edu

Office of Legal Compliance and Investigations

Phone: 502.852.2985

Email: UofLInvestigations@louisville.edu

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## History

Revision Date(s): December 14, 2021 (minor edits); August 24, 2022 (minor edit); June 26, 2025

Reviewed Date(s): March 8, 2016; June 26, 2025

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**Categories**

# Statement:

The University of Louisville is an Equal Employment Opportunity employer. The University strives to provide equal employment opportunity on the basis of merit and without unlawful discrimination on the basis of race, sex, age, color, national origin, ethnicity, creed, religion, disability, genetic information, sexual orientation, gender, gender identity or expression, veteran status, marital status, or pregnancy. It is the policy of the University that no employee or applicant for employment be subject to unlawful discrimination in terms of recruitment, hiring, promotion, contract, contract renewal, tenure, compensation, benefits, and/or working conditions. No employee or applicant for employment is required to endorse or condemn a specific ideology, political viewpoint, or social viewpoint to be eligible for hiring, contract renewal, tenure, or promotion.

The University acknowledges its obligations to ensure affirmative steps are taken to ensure equal employment opportunities for all employees and applicants for employment.

Statement on Veterans and Individuals with Disabilities: The University prohibits job discrimination of individuals with disabilities, Vietnam era veterans, qualified special disabled veterans, recently separated veterans, and other protected veterans. This statement is intended to comply with the University's obligations under the Rehabilitation Act of 1973 and the Vietnam Era Veteran Readjustment Act of 1974.

# Definitions:

**NOTE:** Vietnam Era Veteran denotes an individual who served in the Armed Forces of the United States during the period of August 5, 1964, and May 7, 1975.

## Procedures:

Any employee who believes he or she is a victim of unlawful discrimination may contact the Office of Legal Compliance and Investigations.

## Responsibilities:

University of Louisville administrators are responsible for taking steps to ensure compliance with this Policy.