


<p>Name of Policy: <u>Equal opportunity policy.</u></p> <p>Policy Number: 3364-50-02</p> <p>Approving Officer: President</p> <p>Responsible Agent: Assistant to the President for Institutional Diversity</p> <p>Scope: All University of Toledo Campuses</p>	 <p>Effective date: December 1, 2007</p>
<p><input type="checkbox"/> New policy proposal</p> <p><input type="checkbox"/> Major revision of existing policy</p>	<p><input checked="" type="checkbox"/> Minor/technical revision of existing policy</p> <p><input type="checkbox"/> Reaffirmation of existing policy</p>

(A) Policy statement

The University of Toledo has declared a policy of providing equal opportunity in all policies and procedures affecting employment and education. In conjunction with the objectives of the policy and in accordance with the various local, state, and federal laws, rules and regulations, the university is committed to providing employment and educational opportunities without regard to race, color, religion, sex, age, national origin, sexual orientation, gender identity and expression, veteran status, the presence of a disability, familial status, political affiliation and participation in protected activities. The university commits to:

- (1) Recruit, hire train, promote, and compensate persons in all job titles, without regard to race, color, religion, sex, age, national origin, sexual orientation, gender identity and expression, veteran status, the presence of a disability, familial status, political affiliation and participation in protected activities.
- (2) Ensure that personnel actions such as progressive discipline, transfers, layoffs, return from layoff, university sponsored training and education, social and recreation programs, will be administered without regard to race, color, religion, sex, age, national origin, sexual orientation, gender identity and expression, veteran status, the presence of a disability, familial status, political affiliation and participation in protected activities.
- (3) Provide equal educational opportunities to all individuals desirous of such education who meet the statutory, regulatory and administrative requirements of the university and the state of Ohio. The qualifications for admission, educational assistance and financial assistance or any other student services shall be administered without regard to race, color, religion, sex, age, national origin, sexual orientation, gender identity and expression, veteran status, the presence of a disability, familial status, political affiliation and participation in protected activities.

This policy is both a desire and obligation of the university when conducting all affairs. The assistant to the president for institutional diversity is responsible for the implementation of the university’s affirmative action program and will report directly to the president.

Any suggestions or problems regarding equal employment or equal educational opportunity should be directed to the assistant to the president for institutional diversity, room 3770 university hall, (419) 530-2508.

(B) Reaffirmation of policy

The University of Toledo reaffirms its policy of equal opportunity in employment and education as outlined in the equal opportunity policy statement on page two of this plan. The following statement appears on all publications, brochures and literature issued by the university to reiterate the university’s commitment.

The University of Toledo is committed to a policy of equal opportunity in education, employment, membership and contracts without regard to race, color, religion, sex, age, national origin, sexual orientation, gender identity and expression, veteran status, the presence of a disability, familial status, political affiliation and participation in protected activities. The University will take affirmative action as required by federal or state law.

<p>Approved by:</p> <p><u>/s/ laj</u> Lloyd A. Jacobs, M.D. President</p> <p><u>January 10, 2008</u> Date</p>	<p>Policies Superseded by This Policy:</p> <p><i>Former Health Science Campus policy 01-001 Equal Employment Opportunity/Affirmative Action, previous review date 07/01/03</i></p> <p><i>Former Main Campus policy 60-2.020</i></p> <p>Initial Effective Date: 12/1/2007 Review/Revision Date: Next Review Date: 12/1/2010</p>
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