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Report on Sexual Orientation and Gender Identity Inclusion in Non-Discrimination Policies at Peer, SEC, and AAU Institutions

The Commission for Lesbian, Gay Bisexual and Transgender People at the University of Tennessee, Knoxville

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Inclusion of Sexual Orientation and Gender Identity in EEO/AA and Non-Discrimination Policies of Peer, SEC, and AAU Institutions

Prepared for Chancellor Crabtree
March 6, 2007

Prepared by the Commission for Lesbian, Gay, Bisexual, and Transgender People at the University of Tennessee, Knoxville

An electronic copy of this document is available at
http://lgbt.utk.edu/ndp.html

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I. Summary

Peer Institutions	Sexual Orientation	Gender Identity
University of Florida*^	Y	N
University of Georgia*	Y	N
University of Kentucky*	Y	N
University of Maryland ^	Y	N
University of North Carolina - Chapel Hill ^	Y	N
University of Texas – Austin ^	Y	N
University of Virginia ^	Y	N
Auburn University*	Y	N
Louisiana State University*	Y	N
North Carolina State University	Y	Y
Texas A&M University ^	N	N
Virginia Tech	Y	N

SEC Institutions	Sexual Orientation	Gender Identity
University of Alabama	N	N
University of Arkansas	Y	N
University of Mississippi	Y	N
University of South Carolina	Y	N
Mississippi State University	Y	N
Vanderbilt University ^	Y	N

- 92% of peer institutions include sexual orientation.
- 91% of SEC intuitions include sexual orientation (excluding UT).
- 98% of U.S. AAU institutions include sexual orientation; 40% include gender identity.

* SEC Institutions
^ AAU Institutions

AAU Institutions	Sexual Orientation	Gender Identity
Brandeis University	Y	N
Brown University	Y	Y
California Institute of Technology	Y	Y
Carnegie Mellon University	Y	N
Case Western Reserve University	Y	N
Columbia University	Y	Y
Cornell University	Y	Y
Duke University	Y	N
Emory University	Y	N
Harvard University	Y	Y
Indiana University	Y	N
Iowa State University	Y	Y
Johns Hopkins University	Y	N
Massachusetts Institute of Technology	Y	Y
Michigan State University	Y	N
New York University	Y	Y
Northwestern University	Y	N
Ohio State University	Y	Y
Pennsylvania State University	Y	N
Princeton University	Y	N
Purdue University	Y	N
Rice University	Y	N
Rutgers, The State University of New Jersey	Y	N
Stanford University	Y	N
Stonybrook University-State University of New York	Y	N
Syracuse University	Y	Y
Texas A&M University	N	N
Tulane University	Y	N
University at Buffalo, The State University of New York	Y	N
University of Arizona	Y	Y
University of California, Berkeley	Y	Y
University of California, Davis	Y	Y
University of California, Irvine	Y	Y

AAU Institutions (continued)	Sexual Orientation	Gender Identity
University of California, San Diego	Y	Y
University of California, Santa Barbara	Y	Y
University of Chicago	Y	Y
University of Colorado at Boulder	Y	N
University of Florida	Y	N
University of Illinois at Urbana-Champaign	Y	Y
University of Iowa	Y	Y
University of Kansas	Y	N
University of Maryland at College Park	Y	N
University of Michigan	Y	Y
University of Minnesota, Twin Cities	Y	N
University of Missouri-Columbia	Y	N
University of Nebraska-Lincoln	Y	N
University of North Carolina at Chapel Hill	Y	N
University of Oregon	Y	Y
University of Pennsylvania	Y	Y
University of Pittsburgh	Y	N
University of Rochester	Y	N
University of Southern California	Y	N
University of Texas at Austin	Y	N
University of Virginia	Y	N
University of Washington	Y	N
University of Wisconsin-Madison	Y	N
Vanderbilt University	Y	N
Washington University in St. Louis	Y	N
Yale University	Y	Y

- All but one AAU institutions include sexual orientation; 40% include gender identity.

II. Peer Institutions

(* SEC Institutions, ^ AAU Institutions)

UNIVERSITY OF FLORIDA * ^
http://www.hr.ufl.edu/handbook/handbook.pdf

Equal Opportunity Employment
The University of Florida is committed to nondiscrimination on the basis of race, color, sexual orientation, marital or veteran status, sex, religion, creed, national origin, political opinions or affiliations, age, or disability. The policy applies to students, academic personnel, and staff. It also applies to the university's relations with contractors and suppliers of goods and services as well as to the use of university facilities.
The university believes in equal employment opportunity practices that conform to both the spirit and the letter of all laws against discrimination. To comply with this commitment to nondiscrimination, equal opportunity, and equity in employment practices, the university follows the employment procedures set forth in the university regulations and policies and the university's Affirmative Action Plan.

UNIVERSITY OF GEORGIA *
http://www.uga.edu/legal/NDAH.htm

Non-Discrimination and Equal Opportunity
Consistent with federal and state law and University policy, the University of Georgia restates its commitment to the concepts of affirmative action and equal opportunity. Neither employment nor study, nor institutional services, programs, and activities should be hindered by such prohibited bias factors as race, color, religion, national origin, sex, sexual orientation, age, veteran status, or disability. Prohibited bias factors will not be permitted to have an adverse influence upon decisions regarding students, employees, applicants for admission, applicants for employment, contractors, or participants in and/or users of institutional programs, services, and activities. The University of Georgia will continue in its efforts to maintain an institutional environment free of such bias and restates its policy prohibiting the interference of such bias factors in institutional processes.

Every member of this university community is expected to uphold this policy as a matter of mutual respect and fundamental fairness in human relations. Every student of this institution has a responsibility to conduct himself/herself in accordance with this policy as a condition of enrollment. Further, every University employee has an obligation to observe UGA policies in implementation of federal and state law as a term of employment. In addition, one aspect of performance appraisal for University personnel at all levels of supervision and administration will include the qualitative evaluation of their leadership in implementing this non-discrimination policy and in seeking resolution of problems in this area at the point nearest their origin.

UNIVERSITY OF KENTUCKY *
http://www.uky.edu/EVPFA/EEO/pdf/AAP2006.pdf

Nondiscrimination Policy
Equal opportunities shall be provided for all persons throughout the University in recruitment, appointment, promotion, payment, training, and other employment and education practices without regard for economic or social status and will not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, marital status, or age. The University does not discriminate on the basis of uniform service, veteran status, or physical or mental disability when an individual otherwise meets the minimum qualifications for application or participation. All University members are expected to comply with the institution's nondiscrimination policy. The President is responsible for the development of an affirmative action plan by which full implementation of this policy shall be effected in the University.

UNIVERSITY OF MARYLAND
http://www.winter.umd.edu/w/admissions/academic_credit_and_policies/university_policies/nondiscrimination_policy

Nondiscrimination Policy
The University of Maryland is an equal opportunity institution with respect to both education and employment. The University does not discriminate on the basis of race, color, religion, national origin, sex, age, or handicap in admission or access to, or treatment or employment in, its programs and activities as required by federal (Title VI, Title IX, Section 504) and state laws and regulations. In addition to the University's statement on compliance with federal and state laws, the University of Maryland affirms its commitments to a policy of eliminating discrimination on the basis of race, color, creed, sex, sexual orientation, marital status, personal affiliation, physical or mental disability, or on the basis of the exercise of rights secured by the First Amendment of the United States Constitution.

UNIVERSITY OF NORTH CAROLINA – CHAPEL HILL ^
http://www.unc.edu/campus/policies/nondiscrim.html

Policy Statement on Non-Discrminiation
The University is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. Consistent with this principle and applicable laws, it is therefore the University's policy not to discriminate in offering access to its educational programs and activities or with respect to employment terms and conditions on the basis of age, gender, race, color, national origin, religion, creed, disability, veteran's status or sexual orientation.[1] Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

[1] The University's policy prohibiting discrimination on the basis of sexual orientation does not apply to the University's relationships with outside organizations, including the federal government, the military, ROTC, and private employers.

UNIVERSITY OF TEXAS – AUSTIN ^
http://www.utexas.edu/eos/pres.html

Equal Employment Opportunity/Affirmative Action Program Policy StatementThe University of Texas at Austin is an equal employment opportunity employer. The University does not discriminate on any basis prohibited by applicable Federal and/or State law including race, color, religion, sex, national origin, disability, age, citizenship status, Vietnam era or special disabled veteran status in recruitment, employment, promotion, compensation, benefits, or training. It is also the University's policy to maintain a work environment free from discrimination on the basis of sexual orientation. The University of Texas at Austin remains committed to seeking the best-qualified person to fill each available position and will reward each employee based on his or her job performance.

UNIVERSITY OF VIRGINIA ^
http://www.virginia.edu/nondiscrimination.html

Nondiscrimination Policy
Consistent with Federal and State law, the University does not discriminate in any of its programs, procedures, or practices on the basis of age, color, disability, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, or veteran status. The University operates equal opportunity and affirmative action programs for faculty, staff, and students, including discriminatory harassment policies and procedures. The University of Virginia is an Equal Opportunity/Affirmative Action Employer.

AUBURN UNIVERSITY *
(Memo, February 8, 2007)

http://www.auburn.edu/student_info/agsa/news/AUdiversitystatementFeb82007.pdf

In that regard, the Multicultural Diversity Commission has proposed that the University's non-discrimination and harassment policies be revised to prohibit discrimination and/or harassment based on sexual orientation. Current University policy, as set forth in Chapter 3 of the *Faculty Handbook* already prohibits denial of promotion or tenure based on sexual orientation. In order to provide similar protection to all employees and students, effective immediately, harassment of students or employees, based on sexual orientation, is prohibited. In addition, employment

decisions regarding hiring, promotion, and termination, or decisions concerning a student's acceptance, academic performance, or dismissal at the University, based on sexual orientation, are prohibited. Procedures currently in place to address claims of harassment or discrimination, based on race, color, sex, religion, national origin, age, disability, or veteran status, shall be used to address claims of sexual orientation, discrimination, or harassment.

LOUISIANA STATE UNIVERSITY *
http://appl003.lsu.edu/ups.nsf/$Reference/E93A2F2B166AF22786256C250062AE9B/$File/ps01Rev4.pdf

Equal Opportunity
To assure equal opportunity for all qualified persons in admission to, participation in, or employment in the programs and activities which the University operates without regard to race, creed, color, marital status, sexual orientation, religion, sex, national origin, age, mental or physical disability, or veteran's status.

NORTH CAROLINA STATE UNIVERSITY
http://www.ncsu.edu/policies/campus_environ/non-discrimination/REG04.25.1.php

Equal Opportunity and Non-Discrimination Policy Statement
It is the policy of the State of North Carolina to provide equality of opportunity in education and employment for all students and employees. Accordingly, the university does not practice or condone unlawful discrimination in any form against students, employees or applicants on the grounds of race, color, religion, creed, sex, national origin, age, disability, or veteran status. Nor does the university allow discrimination on the basis of sexual orientation[1], with respect to internal university matters that do not contravene federal or state law and that do not interfere with the University's relationships with outside organizations, including the federal government, the military, ROTC, and private employers.

[1] The NC State University equal opportunity and nondiscrimination policy includes transsexual individuals within the policy's prohibition against discrimination on the basis of sex. This includes actual or perceived gender identity and gender expression. See *Price Waterhouse v. Hopkins, 490 U.S. 228 (1989); Smith v. City of Salem, 378 F.3d 566 (6th Cir. 2004).*

TEXAS A&M UNIVERSITY ^

- Does not include Sexual Orientation or Gender Identity in its policy.

The Texas A&M University System shall provide equal opportunity for employment to all persons regardless of race, color, religion, sex, national origin, disability, age, or veteran status, and shall strive to achieve full and equal employment opportunity throughout the System for faculty and staff employees. Additionally, we must ensure employees know University and System policies and procedures. Futhermore, we need to encourage and foster a workplace community where individuals are valued for their diverse backgrounds and differences.

VIRGINIA TECH
http://www.oeo.vt.edu/site/v4/uploads/media/Policy_1025_Final.pdf

Anti-Discrimination and Harassment Prevention Policy
Virginia Tech does not tolerate discrimination or harassment on the basis of age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation or veteran status. Such behavior is inconsistent with the University's commitments to excellence and to a community in which mutual respect is a core value as articulated in the Virginia Tech Principles of Community. The prohibition against discrimination and harassment applies to all levels and areas of University operations and programs, to students, administrators, faculty, staff, volunteers, vendors and contractors.

III. Southeastern Conference Institutions

UNIVERSITY OF ALABAMA

- Does not include Sexual Orientation or Gender Identity in its policy.

Nondiscrimination Notice

The University of Alabama complies with applicable laws prohibiting discrimination, including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Adjustment Assistance Act, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990, and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability or veteran status in admission or access to, or treatment of employment in, its programs and services.

UNIVERSITY OF ARKANSAS

http://ofaa.uark.edu/133.htm

University of Arkansas Non-Discrimination Policy

It is the policy of the University of Arkansas to provide an educational and work environment in which thought, creativity, and growth are stimulated, and in which individuals are free to realize their full potential through equal opportunity. The university should be a place of work and study for students, faculty, and staff, which is free of all forms of discrimination, sexual intimidation and exploitation. Therefore, it is the policy of the University of Arkansas, to prohibit discrimination of its students, faculty, and staff and to make every effort to eliminate discrimination within the university community.

Therefore, the University of Arkansas is committed to providing equal opportunity for all students and applicants for admission and for all employees and applicants for employment regardless of race, age gender, religion, national origin, marital and parental status, veteran status and sexual orientation. Discrimination on the basis of disability in educational programs and activities and in employment at the University of Arkansas is prohibited.

UNIVERSITY OF MISSISSIPPI
https://secure.olemiss.edu/umpolicyopen/index.jsp

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION
It is the policy of The University of Mississippi not to discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, handicap, age, sexual orientation or being a disabled veteran or veteran of the Vietnam era. This policy extends to recruitment, employment, promotion, demotion, transfer, lay-off, termination, compensation, training, benefits and all other terms and conditions of employment. Employment opportunities will not be distinguished on the basis of gender unless gender is a bona fide occupational qualification. Employment opportunities will not be distinguished on the basis of age except where age is reasonably taken into account as a factor necessary to the normal operation or the achievement of any statutory objective of a program or activity administered by the University. The University will take affirmative action to recruit, employ and to advance in employment minorities, women, disabled veterans and veterans of the Vietnam era. Reasonable accommodations will be made for otherwise qualified disabled veterans and other persons with disabilities.

UNIVERSITY OF SOUTH CAROLINA
http://www.sc.edu/policies/eop104.html

Non-Discrimination Policy
A. The University of South Carolina does not discriminate in educational or employment opportunities or decisions on the basis of personal characteristics that are not relevant to an individual's abilities, qualifications, or job performance.
Under federal and state law, these characteristics include age, race, color, sex, religion, national origin, and disability status. It is the policy of the University that an individual's sexual orientation be treated in the same manner.

B. This policy prohibiting discrimination on the basis of sexual orientation does not apply to the University's relationships with outside organizations including the federal government, the military, ROTC, private businesses, and state government agencies, including benefit and retirement plans administered by those organizations.

MISSISSIPPI STATE UNIVERSITY
http://web1.msue.msu.edu/msuehandbook/antidiscrim.htm

Prohibited Discrimination
Unlawful acts of discrimination or harassment are prohibited.

In addition, the University community holds itself to certain standards of conduct more stringent than those mandated by law. Thus, even if not illegal, acts are prohibited under this policy if they:

1. Discriminate against any University community member(s) through inappropriate limitation[2] of employment opportunity[3], access to University residential facilities, or participation in educational, athletic, social, cultural, or other University activities on the basis of age, color, gender, disability status, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status, or weight[4]; or
2. Harass any University community member(s) on the basis of age, color, gender, gender identity[5], disability status, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status, or weight.

[1] This policy does not apply to the conduct of a contractor's internal affairs, nor does it apply to the conduct of contractual engagements to which the University is not a party.

[2] Limitations are inappropriate if they are not directly related to a legitimate University purpose.

[3]For purpose of this policy, "employment opportunity" is defined as job access and placement, retention, promotion, professional development, and salary.

[4]University ordinances, written regulations and policies, and published ADJB decisions approved by the President, provide guidance on the harassing acts prohibited by Section 2 and the discriminatory acts prohibited by Section 2.

[5]For the purposes of the harassment clause of Article II, the reference to "gender identity" prohibits harassment based on (a) any gender-specific behavior, appearance or expression of an individual that departs from the harasser's expectations for gender-specific behavior, appearance or expression or (b) any change of gender, completed or in process.

VANDERBILT UNIVERSITY ^
http://hr.vanderbilt.edu/policies/hr-001.pdf

Equal Opportunity and Affirmative Action Policy

In compliance with federal law, including the provisions of Title IX of the Education Amendment of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, Vanderbilt University does not discriminate on the basis of race, sex, religion, color, national or ethnic origin, age, disability, or military service in its administration of educational policies, programs, or activities; its admissions policies; scholarship and loan programs; athletic or other University-administered programs; or employment. In addition, the University does not discriminate on the basis of sexual orientation consistent with University nondiscrimination policy.

IV. INSTITUTIONS IN THE ASSOCIATION OF AMERICAN UNIVERSITIES

BRANDEIS UNIVERSITY
http://www.brandeis.edu/evpcoo/document-files/Business_Conduct_Policy_revised_2005.pdf

Equal Opportunity Employment
Brandeis University reaffirms its commitment to the principal of equal opportunity and equal treatment for every current and prospective student employee. In hiring and in subsequent relationships with employees, University policy is to provide equal employment opportunity without regard to race, color, religion, sex, sexual orientation, age, disability, or national origin. Instead, differentiation is based on consideration of applicable job experience, job performance, and federal work-study eligibility, where applicable.

BROWN UNIVERSITY
http://www.brown.edu/Administration/EEO-AA/empguide.html

Equal Employment Opportunity/Affirmative Action Employment Policy
Brown University has been and will continue to be committed to a policy of equal employment opportunity and to the principles of affirmative action. The University endorses the goals of equal employment opportunity and affirmative action as supportive of the University's values. This commitment extends beyond ensuring neutrality in employment opportunities with regard to race, color, sex, age, religion, national origin, veteran status, disability, sexual orientation, gender identity and gender expression.

CALIFORNIA INSTITUTE OF TECHNOLOGY
http://www.studaff.caltech.edu/policies/Nondiscrim_06-2004.pdf

Nondiscrmination and Equal Employment Opportunity
Caltech is committed to equal opportunity for all persons without regard to sex, race, creed, color, religion, national origin, ancestry, age, marital status, pregnancy, gender identity, sexual orientation, status as disabled veteran, a veteran of the Vietnam Era or other eligible veteran, and for otherwise qualified individuals with a disability. It is the policy of Caltech to provide a work and academic environment free of discrimination. Consistent with this policy, illegal harassment will not be tolerated at Caltech, which will take all reasonable steps to eliminate it in its work and academic environment.

CARNEGIE MELLON
http://www.cmu.edu/policies/documents/EEOAA.html

Policy on Equal Employment Opportunity/Affirmative Action (EEO/AA)
Carnegie Mellon University is committed to Equal Employment Opportunity and Affirmative Action (EEO/AA). The university bases its employment decisions on the principle of equal employment opportunity. All personnel actions including, but not limited to, recruitment, hiring, training, promotion, compensation, benefits, transfer, layoff, return from layoff, education tuition assistance and social and recreational programs are administered in accordance with the university's commitment to non-discrimination.

Further, the university takes affirmative action to attract qualified candidates for employment who are minority, female, individuals with disabilities, disabled veterans and veterans of the Vietnam Era; ensures that bona fide job-related and valid requirements are used to evaluate employees for promotion and applicants for employment; and complies with applicable federal, state and local laws, statutes, orders and regulations prohibiting discrimination on the basis of race, color, religion, gender, age, national or ethnic origin, sexual orientation, veteran status or non-job-related disability.

CASE WESTERN RESERVE
http://www.case.edu/finadmin/humres/policies/aa_eeo.html

Policy Statement
Case Western Reserve University does not discriminate in recruitment, employment nor policy administration on the basis of race, religion, age, sex, color, disability, sexual orientation, national or ethnic origin, political affiliation, or status as a disabled veteran or veteran of the Vietnam era. In addition , the university expects all employees, students, vendors, and associates to participate in the practice of non-discrimination. The university intends to maintain an environment free of sexual harassment and will not tolerate any form of harassment of its employees, faculty, or students. Retaliation against persons raising concerns about sexual harassment or harassment of any kind is prohibited and will constitute separate grounds for disciplinary action up to and including discharge or expulsion from the university .

COLUMBIA UNIVERSITY
http://www.columbia.edu/cu/vpaa/eoaa/docs/nondispol.html

Equal Employment Opportunity and Nondiscrimination Policies
Columbia University is committed to providing a working and learning environment free from unlawful discrimination and discrimination and to fostering a nurturing and vibrant community founded upon the fundamental dignity and worth of all of its members. It is an equal opportunity and affirmative action employer. It does not discriminate against or permit harassment of employees or applicants for employment on the basis of race, color, sex, gender (including gender identity and expression), pregnancy, religion, creed, national origin, age, alienage and citizenship, status as a perceived or actual victim of domestic violence, disability, marital status, sexual orientation, military status, partnership status, genetic predisposition or carrier status, arrest record, or any other legally protected status.

CORNELL
http://www.ohr.cornell.edu/commitment/cultureInclusive/eeeostatement.html

Equal Employment/Opportunity Statement
No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, or veteran status. Cornell University is an affirmative action/equal opportunity employer.

DUKE
http://www.hr.duke.edu/policies/diversity/eeo/index.html

Policy Statement
Duke prohibits discrimination and harassment, and provides equal employment opportunity without regard to race, color, religion, national origin, disability, veteran status, sexual orientation or preference, sex, or age. Duke is committed to recruiting, hiring, and promoting qualified minorities, women, individuals with disabilities, and veterans.

EMORY UNIVERSITY
http://www.emory.edu/EEO/dhindex.htm

Equal Opportunity Policy
Emory University is dedicated to providing equal opportunities to all individuals regardless of race, color, religion, ethnic or national origin, gender, age, disability, sexual orientation, veteran's status, or any factor that is a prohibited consideration under applicable law. Emory University does not discriminate in admissions, educational programs, or employment on the basis of any factor outlined above or prohibited under applicable law. Students, faculty, and staff are assured of participation in University programs and in the use of facilities without such discrimination. Emory University complies with all applicable equal employment opportunity laws and regulations, and follows the principles outlined above in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.

HARVARD UNIVERSITY
http://www.oap.harvard.edu/pub/AAPlanSummary2006rev.pdf

Statement of Equal Opportunity Laws and Policies
Harvard University is committed to selecting faculty and staff without discrimination against individuals on the basis of race, color, sex, sexual orientation, religion, creed, national origin, age, veteran status, or disability unrelated to job requirements. The President and Fellows of Harvard College call upon every member of the University involved in recruitment, hiring, and promotions to exert their best efforts to achieve the goals set forth in the current affirmative action plan. The President and Fellows call upon every member of the University to engage wholeheartedly in the effort to ensure a wholly nondiscriminatory process of recruiting, hiring, and promoting women, members of minority groups, qualified handicapped individuals, and disabled and Vietnam-era veterans at all levels of employment throughout the University. Harvard also expects that outside agencies with which it contracts will comply with all applicable antidiscrimination laws.

INDIANA UNIVERSITY
http://www.indiana.edu/~affirm/pdf/eeopolicy.pdf

Equal Employment Opportunity/Affirmative Action Policy
Indiana University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole. In this regard, Indiana University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications. Indiana University prohibits discrimination based on arbitrary considerations of such characteristics as age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status. Indiana University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and Vietnam-era veterans.

IOWA STATE UNIVERSITY
http://policy.iastate.edu/policy/discrimination/#s1

Nondiscrimination Policy
Iowa State does not discriminate on the basis of race, color, age, religion, national origin, sexual orientation, gender identity, sex, marital status, disability, or status as a U.S. veteran.

JOHNS HOPKINS UNIVERSITY
https://hrnt.jhu.edu/eeo.cfm?SMSESSION=NO

EEO Statement
The Johns Hopkins University is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria. The University promotes affirmative action for minorities, women, disabled persons, and veterans.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
http://hrweb.mit.edu/policy/1/index.html

Equal Employment Opportunity Statement
The Massachusetts Institute of Technology is committed to the principle of equal opportunity in education and employment. The Institute does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, veteran status, ancestry, or national or ethnic origin in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, and other Institute administered programs and activities, but may favor US citizens or residents in admissions and financial aid.

MICHIGAN STATE UNIVERSITY
http://www.hr.msu.edu/HRsite/Documents/Staff/Handbooks/2003Handbook/UniversityPolicies.htm

Equal Opportunity, Nondiscrimination, and Affirmative Action
Michigan State University is committed to principles of equal opportunity, nondiscrimination, and affirmative action. The MSU Anti-Discrimination Policy prohibits acts of discrimination or harassment against members of the university community. The policy prohibits acts that harass or inappropriately limit employment opportunities, access to university residential facilities, or participation in educational, athletic, social, cultural, or other university activities on the basis of age, color, gender, disability, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status, or weight.

NEW YORK UNIVERSITY
http://www.nyu.edu/hr/policies/sta04000.html

Affirmative Action/Equal Opportunity Policy
New York University is committed to a policy of equal treatment and opportunity in every aspect of its relations with its faculty and staff members, without regard to age, citizenship status, color, disability, marital or parental status, national origin, race, religion, sex or sexual orientation, or status as a veteran of the Vietnam era. This includes, but is not limited to, recruitment, hiring or appointment, selection for training, transfer, layoff, promotion, granting of tenure, rates of pay and other forms of compensation, and participation in University-sponsored educational, social, and recreational programs.

NORTHWESTERN UNIVERSITY
http://www.northwestern.edu/hr/eeo/nondiscriminationpolicy.html

Nondiscrimination Policy
Northwestern University reaffirms its established nondiscrimination policy. The nondiscrimination policy applies to matters of admissions, employment, housing, or services in the educational programs or activities it operates, in accordance with civil legislation and University commitment. The University seeks to avoid discrimination in the selection, compensation, promotion, and separation of employees on the basis of race, color, religion, national origin, sex, sexual orientation, parental status, marital status, age, disability, citizenship, or veteran status.

OHIO STATE UNIVERSITY
http://hr.osu.edu/policy/policy110.pdf

Nondiscrmination Statement
Discrimination against any individual based upon protected status, which is defined as age, color, disability, gender identity or expression, national origin, race, religion, sex, sexual orientation, or veteran status, is prohibited.

PENNSYLVANIA STATE UNIVERSITY
http://ohr.cas.psu.edu/hb/hb1about.html

Affirmative Action/Equal Opportunity Policy
The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. It is the policy of the University to maintain an academic and work environment free of discrimination, including harassment. The Pennsylvania State University prohibits discrimination and harassment against any person because of age, ancestry, color, disability or handicap, national origin, race, religious creed, sex, sexual orientation, or veteran status. Discrimination or harassment against faculty, staff, or students will not be tolerated at The Pennsylvania State University. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Director, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-2801, Tel 814-863-0471/V/TTY.

PRINCETON UNIVERSITY
http://www.princeton.edu/pr/pub/rrr/04/00.htm#nds

Nondiscrimination Statement
In compliance with Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and other federal, state, and local laws, Princeton University does not discriminate on the basis of age, race, color, sex, sexual orientation, religion, national or ethnic origin, disability, or status as a disabled or Vietnam-era veteran in any phase of its employment process, in any phase of its admission or financial aid programs, or other aspects of its educational programs or activities. The associate provost for institutional equity is the individual designated by the University to coordinate its efforts to comply with Title IX, Section 504 and other equal opportunity and affirmative action regulations and laws. Questions or concerns regarding Title IX, Section 504 or other aspects of Princeton's equal opportunity or affirmative action programs should be directed to the Office of the Associate Provost for Institutional Equity, Princeton University, 321 Nassau Hall, Princeton, NJ 08544 or (609) 258-6110.

PURDUE UNIVERSITY
http://www.purdue.edu/POLICIES/pages/human_resources/d_1.html

Equal Employment Opportunity and Affirmative Action
Purdue University does not condone and will not tolerate discrimination against any individual on the basis of race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability, or status as a disabled or Vietnam-era veteran. Purdue University promulgates policies and programs to ensure that all persons have equal access to its employment opportunities. All aspects of the employment relationship, including recruitment, selection, hiring, training, professional development, tenure, promotion, compensation, and separations, are administered in accordance with the "Statement of Principles and Values" and this equal employment opportunity policy. Additionally, Purdue University promotes the full realization of equal employment opportunity through a comprehensive affirmative action program applying to all units.

RICE UNIVERSITY
http://cohesion.rice.edu/campusservices/humanresources/employee.cfm?doc_id=7535

Equal Employment Opportunity
It is the policy of Rice to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, age, disability, marital status, citizenship or any other characteristic protected by law. Rice prohibits any such discrimination or harassment.

RUTGERS UNIVERSITY
http://uhr.rutgers.edu/ee/EEOAAPolicy.htm

Equal Employment Opportunity and Affirmative ActionIt is University policy to make the benefits and services of its education program available to students without discrimination on the basis of race, religion, color, national origin, ancestry, age, sex, sexual orientation, disability, marital or veteran status. This applies to undergraduate, graduate and professional schools. Douglass College, however, as a traditionally and continuously single-sex institution, may, under Federal law, continue to restrict college admission to women.

STANFORD UNIVERSITY
http://www.stanford.edu/dept/legal/faqs/employment.html#q4

Equal Opportunity and Nondiscrmination
Stanford University has a strong policy of equal employment opportunity and nondiscrimination Stanford does not discriminate on the basis of sex, race, age, color, disability, religion, sexual orientation, or national and ethnic origin; it is the policy of Stanford University to provide equal employment opportunities to all applicants and employees in compliance with all applicable laws. This basic policy applies in all employment relationships.

STATE UNIVERSITY OF NEW YORK, BUFFALO
http://affirmativeaction.buffalo.edu/university_policies.htm

A. No State agency or department shall discriminate against an applicant or employee because of sexual orientation. An agency or department will be deemed to have engaged in such a prohibited employment practice if it refuses to hire, appoint, promote, retain, train, grant permanent appointment or assign work, or engages in other conduct which otherwise adversely affects the employment opportunity of applicants or employees on the basis of sexual orientation of the employee or applicant.

B. No State agency or department shall discriminate on the basis of sexual orientation against any individual in the provision of any services or benefits by such State agency or department.

C. Harassment on the basis of sexual orientation will not be countenanced within the State service in the employment relationship.

STATE UNIVERSITY OF NEW YORK, STONY BROOK
http://www.sunysb.edu/diversity/bias.htm

Nondiscrimination Policy
In compliance with the Civil Rights Act of 1964 (Title VII), Title IX of the Education Amendments of 1972, The Rehabilitation Act of 1973, The Age Discrimination in Employment Act, and the Americans with Disabilities Act, Stony Brook University prohibits unlawful discrimination and harassment on the basis of race, sex, age, color, religion, national origin, sexual orientation, disability, marital status, or status as a disabled, military or Vietnam-era veteran in the implementation of any of its policies, procedure, or practices regarding the terms, conditions, and privileges of employment for students, faculty, and staff. This non-discrimination policy affects all employment practices including, but not limited to, recruitment, hiring, transfers, promotions, benefits, compensation, training, educational opportunities, and terminations.

SYRACUSE UNIVERSITY
http://sumweb.syr.edu/ir/apm/Vphrgr/humres/EMPPRAC.HTM#affrm

Nondiscrimination Policy
In recognition of Syracuse University's responsibility to conduct its personnel policies, practices, procedures, and programs in a bias-free manner, it is hereby reaffirmed that the policy of Syracuse University is to recruit, employ, renew, retain, tenure and promote employees on the basis of ability, potential, and valid qualifications without regard to race, color, religion, sex, gender identity/expression, sexual orientation, national origin, age, disability, veteran status, marital status. Furthermore, Syracuse University shall not discriminate against any disabled employee or applicant in regard to any position for which the employee or applicant is otherwise qualified. Consistent with this declaration, Syracuse University will continue to be responsive to the Equal Employment Opportunity and Affirmative Action guidelines established under Federal Executive Order 11246, Sections 503 and 504 of the Rehabilitation Act, the Vietnam Era Veteran's Readjustment Assistance Act, Title VII of the Civil Rights Act, and other related statutes and regulations in carrying out this policy. In this regard the University will continue to strive to eliminate impermissible discrimination in all its forms, intentional or inadvertent, with respect to all personnel decisions, procedures, and actions, including compensation, benefits, transfers, layoffs, returns from layoff, University sponsored training, educational, tuition assistance, social, and recreational programs.

TEXAS A&M UNIVERSITY ^

- Does not include Sexual Orientation or Gender Identity in its policy.

The Texas A&M University System shall provide equal opportunity for employment to all persons regardless of race, color, religion, sex, national origin, disability, age, or veteran status, and shall strive to achieve full and equal employment opportunity throughout the System for faculty and staff employees. Additionally, we must ensure employees know University and System policies and procedures. Futhermore, we need to encourage and foster a workplace community where individuals are valued for their diverse backgrounds and differences.

TULANE UNIVERSITY

http://www.tulane.edu/~hr/staffhandbook/equalopportunity.pdf

Equal Employment Opportunity Statement

Tulane is committed to providing equal employment opportunity to qualified persons without regard to race, sex, color, religion, national origin, citizenship, marital status, sexual orientation, age, disability, military, veteran status or any other protected status or classification under federal, state or local law. This commitment to equality extends to all personnel actions, including recruitment, advertising for employment, selection for employment, compensation, performance evaluation, selection for training or education, treatment during employment, promotion, transfer, demotion, discipline, layoff and termination. Discrimination on the basis of any protected classification will not be tolerated.

Discrimination against any individual in any and all areas of the University's environment, including any aspect of his or her study or his or her employment, such as hiring, discharge, compensation, or any other terms, conditions, or privileges of employment, because of an individual's race, sex, color, religion, national origin, citizenship, marital status, sexual orientation, age, disability, military, veteran status or any other protected status or classification under federal, state or local law is illegal and will not be tolerated at the University.

UNIVERSITY OF ARIZONA
http://policy.web.arizona.edu/nondiscrim_antiharass.shtml

Nondiscrimination Policy
It is the policy of The University of Arizona to provide equal employment opportunity without regard to race, color, religion, sex, national origin, age, disability, veteran's status, sexual orientation, or gender identity.
The University prohibits discrimination, including harassment, on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation[2], or gender identity[3]. The University also prohibits retaliation because an individual has engaged in a protected activity. Protected activity consists of (1) opposing a practice made unlawful by one of the employment discrimination statutes or prohibited by University policy; or (2) filing a complaint about such practice, or testifying, assisting, or participating in any manner in an investigation or other proceeding related to such a complaint.

UNIVERSITY OF CALIFORNIA- BERKELEY, DAVIS, IRVINE, SAN DIEGO, SANTA BARBARA
http://www.ucop.edu/ucophome/coordrev/policy/12-18-03NondiscriminationEmployment-academic-staff.pdf

Nondiscrimination and Affirmative Action Policy
It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy,[1] physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran.[2] This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies.

UNIVERSITY OF CHICAGO
http://hr.uchicago.edu/policy/p201.html

Equal Employment Opportunity
The University of Chicago offers equal opportunities in employment to all employees and job seekers. No person shall be discriminated against regarding employment because of age, ancestry, color, disability, gender identity, marital status, national origin, parental status, race, religion, sex, gender, sexual orientation, source of income, or veteran status. This policy includes the commitment to maintaining a work environment free from unlawful harassment.

UNIVERSITY OF COLORADO
http://www.colorado.edu/policies/aaeop.html

Affirmative Action/Equal Opportunity Policy
The University of Colorado at Boulder does not discriminate on the basis of race, color, national origin, sex, age, disability, creed, religion, sexual orientation, or veteran status in admission and access to, and treatment and employment in, its educational programs and activities. The University takes affirmative action to increase ethnic, cultural, and gender diversity; to employ qualified disabled individuals; and to provide equal opportunity to all students and employees.\

UNIVERSITY OF FLORIDA * ^
http://www.hr.ufl.edu/handbook/handbook.pdf

Equal Opportunity Employment
The University of Florida is committed to nondiscrimination on the basis of race, color, sexual orientation, marital or veteran status, sex, religion, creed, national origin, political opinions or affiliations, age, or disability. The policy applies to students, academic personnel, and staff. It also applies to the university's relations with contractors and suppliers of goods and services as well as to the use of university facilities.
The university believes in equal employment opportunity practices that conform to both the spirit and the letter of all laws against discrimination. To comply with this commitment to nondiscrimination, equal opportunity, and equity in employment practices, the university follows the employment procedures set forth in the university regulations and policies and the university's Affirmative Action Plan.

UNIVERSITY OF ILLINOIS AT CHAMPAIGN-URBANA
http://www.eoa.uiuc.edu/nondiscriminationstatement.pdf

Nondiscrimination Statement
The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on merit and be free from invidious discrimination in all its forms.
The University of Illinois will not engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in the University programs and activities.

UNIVERSITY OF IOWA
http://www.uiowa.edu/~eod/policies/non-discrimination.html

Nondiscrimination Statement
The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information, contact the Office of Equal Opportunity and Diversity, (319) 335-0705.

UNIVERSITY OF KANSAS
http://www.ku.edu/employment/

Equal Opportunity/Affirmative Action Statement
The University of Kansas is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from under-represented group members. Federal and state legislation prohibits discrimination on the basis of race, religion, color, national origin, ancestry, sex, age, disability and veteran status. In addition, University policies prohibit discrimination on the basis of sexual orientation, marital status and parental status.

UNIVERSITY OF MARYLAND
http://www.winter.umd.edu/w/admissions/academic_credit_and_policies/university_policies/nondiscrimination_policy

Nondiscrimination Policy
The University of Maryland is an equal opportunity institution with respect to both education and employment. The University does not discriminate on the basis of race, color, religion, national origin, sex, age, or handicap in admission or access to, or treatment or employment in, its programs and activities as required by federal (Title VI, Title IX, Section 504) and state laws and regulations. In addition to the University's statement on compliance with federal and state laws, the University of Maryland affirms its commitments to a policy of eliminating discrimination on the basis of race, color, creed, sex, sexual orientation, marital status, personal affiliation, physical or mental disability, or on the basis of the exercise of rights secured by the First Amendment of the United States Constitution.

UNIVERSITY OF MICHIGAN
http://www.umich.edu/~hraa/oie/ndpolicy.htm

Nondiscrimination Policy
The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973. The University of Michigan is committed to a policy of nondiscrimination and equal opportunity for all persons regardless of race, sex*, color, religion, creed, national origin or ancestry, age, marital status, sexual orientation, disability, or Vietnam-era veteran status in employment, educational programs and activities, and admissions. Inquiries or complaints may be addressed to the Senior Director for Institutional Equity and Title IX/Section 504 Coordinator, Office for Institutional Equity, 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, 734-763-0235, TTY 734-647-1388. For other University of Michigan information call 734-764-1817.

*Includes discrimination based on gender identity and gender expression.

UNIVERSITY OF MINNESOTA
http://www.eoaffact.umn.edu/EOAAstatement.html

Equal Opportunity Statement
The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

UNIVERSITY OF MISSOURI
http://web.missouri.edu/~umchrswww/eeo.html

Equal Opportunity Statement
The University will recruit and employ qualified personnel and will provide equal opportunities during employment without regard to race, color, religion, sex, sexual orientation, national origin, age, disability or status as a qualified protected veteran.

UNIVERSITY OF NEBRASKA-LINCOLN
http://bf.unl.edu/hrpolicy/OtherPolicies.shtml

Nondiscrimination Policy
UNL has a policy of equal educational and employment opportunities and of nondiscrimination in the classroom and workplace. Educational programs, support services and workplace behavior, including decisions regarding hiring, promotion, discipline, termination and all other terms and conditions of employment, should be made without discrimination on the basis of race, color, religion, sex, national origin, age, disability, veteran status, marital status or sexual orientation. No person should be subject to retaliation for seeking a review of a complaint of discrimination, for participating in an investigation of such a complaint, or for seeking redress for discrimination. One of the purposes of this document is to implement this policy.

UNIVERSITY OF NORTH CAROLINA – CHAPEL HILL ^
http://www.unc.edu/campus/policies/nondiscrim.html

Policy Statement on Non-Discrminiation
The University is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. Consistent with this principle and applicable laws, it is therefore the University's policy not to discriminate in offering access to its educational programs and activities or with respect to employment terms and conditions on the basis of age, gender, race, color, national origin, religion, creed, disability, veteran's status or sexual orientation.[1] Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

[1] The University's policy prohibiting discrimination on the basis of sexual orientation does not apply to the University's relationships with outside organizations, including the federal government, the military, ROTC, and private employers.

UNIVERSITY OF OREGON
http://policies.uoregon.edu/ch1i.html

Equal Opportunity Statement
The complete University of Oregon Policy Statement on Equal Opportunity (provided below) shall appear on all University publications and University advertisements.

The University of Oregon affirms and actively promotes the right of all individuals to equal opportunity in education and employment at this institution without regard to race, color, sex, national origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity, gender expression or any other consideration not directly and substantively related to effective performance. This policy implements all applicable federal, state; and local laws, regulations; and executive orders.

UNIVERSITY OF PENNSYLVANIA
http://www.upenn.edu/affirm-action/oaanondispol.html

Policy of Equal Opportunity, Affirmative Action and Nondiscrimination
Penn adheres to a policy that prohibits discrimination against individuals because of: race; color; sex (except where sex is a bona fide occupational qualification); sexual orientation; gender identity; religion; creed; national or ethnic origin; citizenship status; age; disability (or association with an individual with a disability); and status as a special disabled, Vietnam era or other eligible veteran.

UNIVERSITY OF PITTSBURG
http://www.pitt.edu/HOME/PP/policies/07/07-01-03.html

Nondiscrimination, Equal Opportunity, and Affirmative Action
The University of Pittsburgh, as an educational institution and as an employer, values equality of opportunity, human dignity, and racial/ethnic and cultural diversity. Accordingly, the University prohibits and will not engage in discrimination or harassment on the basis of race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, disability, or status as a disabled veteran or a veteran of the Vietnam era. Further, the University will continue to take affirmative steps to support and advance these values consistent with the University's mission.

UNIVERSITY OF ROCHESTER
http://www.rochester.edu/diversity/nondiscrimination.html

Nondiscrimination Policy
The University of Rochester provides equal opportunity in admissions and student aid regardless of sex, age, race, color, creed, disability, sexual orientation, and national or ethnic origin. Further, the University complies with all applicable nondiscrimination laws.

UNIVERSITY OF SOUTHERN CALIFORNIA
http://policies.usc.edu/policies/complaint/disccomplaint120905.pdf

Nondiscrimination Statement
It is the University of Southern California's policy not to discriminate and to provide equal employment opportunity to all qualified individuals regardless of race, color, age, sex, religion, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sexual orientation, pregnancy, childbirth or related medical conditions, and status as a disabled or other covered veteran. This policy applies to all employment actions including recruitment, hiring, promotion, demotion, termination, provision of support and leaves, and compensation, as well as upgrading and transfer.

UNIVERSITY OF TEXAS – AUSTIN ^
http://www.utexas.edu/eos/pres.html

Equal Employment Opportunity/Affirmative Action Program Policy StatementThe University of Texas at Austin is an equal employment opportunity employer. The University does not discriminate on any basis prohibited by applicable Federal and/or State law including race, color, religion, sex, national origin, disability, age, citizenship status, Vietnam era or special disabled veteran status in recruitment, employment, promotion, compensation, benefits, or training. It is also the University's policy to maintain a work environment free from discrimination on the basis of sexual orientation. The University of Texas at Austin remains committed to seeking the best-qualified person to fill each available position and will reward each employee based on his or her job performance.

UNIVERSITY OF VIRGINIA ^
http://www.virginia.edu/nondiscrimination.html

Nondiscrimination Policy
Consistent with Federal and State law, the University does not discriminate in any of its programs, procedures, or practices on the basis of age, color, disability, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, or veteran status. The University operates equal opportunity and affirmative action programs for faculty, staff, and students, including discriminatory harassment policies and procedures. The University of Virginia is an Equal Opportunity/Affirmative Action Employer.

UNIVERSITY OF WASHINGTON
http://www.washington.edu/faculty/facsenate/handbook/04-01-02.html

Non-Discrimination Policy
The University of Washington, as an institution established and maintained by the people of the State, is committed as a matter of principle to providing equality of opportunity to all members of the University community. In conformance with Federal and State law, the University shall not discriminate against any person because of race, color, creed, religion, national origin, sex, age, marital status, disability, or status as a disabled or Vietnam era veteran. Discrimination on the basis of sexual orientation is also a violation of this policy.

UNIVERSITY OF WISCONSIN
http://www.wisc.edu/policy/aaeo.php

Affirmative Action/Equal Opportunity
Federal and state laws provide separate prohibitions against discrimination that is based on race, color, creed, religion, sex, national origin or ancestry, age, or disability. State law additionally prohibits discrimination that is based on sexual orientation, arrest or conviction record, marital status, pregnancy, parental status, military status, or veteran status. The application of specific state prohibitions on discrimination may be influenced by an individual's status as an employee or student.

VANDERBILT UNIVERSITY ^
http://hr.vanderbilt.edu/policies/hr-001.pdf

Equal Opportunity and Affirmative Action Policy
In compliance with federal law, including the provisions of Title IX of the Education Amendment of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, Vanderbilt University does not discriminate on the basis of race, sex, religion, color, national or ethnic origin, age, disability, or military service in its administration of educational policies, programs, or activities; its admissions policies; scholarship and loan programs; athletic or other University-administered programs; or employment. In addition, the University does not discriminate on the basis of sexual orientation consistent with University nondiscrimination policy.

WASHINGTON UNIVERSITY AT ST. LOUIS
http://www.wustl.edu/policies/discrimination.html

Policy on Discrimination
Washington University policies and programs are nondiscriminatory. The University administers all programs without regard to race, color, age, religion, sex, sexual orientation, national origin, veteran status or disability. Present Department of Defense policy governing ROTC and AFROTC programs discriminates on the basis of sexual orientation; such discrimination is inconsistent with Washington University policy

YALE UNIVERSITY
http://www.yale.edu/ppdev/PersPracWeb/101.html

Equal Opportunity Statement
The University is committed to basing judgments concerning the employment of individuals upon their qualifications and abilities, and affirmatively seeks to attract to its staff qualified persons of diverse backgrounds. In accordance with this policy and as delineated by federal and Connecticut law, Yale does not discriminate in employment against any individual on account of that individual's sex, race, color, religion, age, disability, or national or ethnic origin; nor does Yale discriminate on the basis of sexual orientation or gender identity or expression.

* SEC Institutions
^ AAU Institutions