

Policies of The University of North Texas at Dallas	Chapter 5.000
5.002 Diversity and Equal Opportunity Statement	Human Resources

Policy Statement. UNT Dallas seeks to create an atmosphere of openness and tolerance and to maintain work and education environments that offer equal opportunity to everyone who strives to achieve his or her personal best. Individuals within the UNT Dallas community are unified by a primary purpose: higher learning. With that primary purpose in mind, UNT Dallas works to advance ideals of human worth and dignity by facilitating open discussion, supporting rational resolution of conflict and encouraging examination of values.

In that vein, discrimination and harassment based on individual differences such as race, color, religion, sex, age, national origin, disability, veteran status or sexual orientation in its educational programs, activities, admission and employment practices is inconsistent with UNT Dallas’ mission and educational goals. Individuals who work, study, live and teach within this community are expected to refrain from behavior that threatens the freedom, safety and respect deserved by every community member and to comply with federal and state equal opportunity laws and regulations. Such compliance is not only a given standard, but is, in fact, a baseline from which our community works to assure fairness and equity to all who pursue their educational and professional goals here.

Students, faculty or staff with concerns or questions should contact the Equal Opportunity Coordinator at 972-780-3037 or TTY 888-937-9291.

Application of Policy. This policy applies to all employees, students and visitors to the University visitors, including any applicant for employment or enrollment, participant in a University activity or program, and guest or person conducting business with the University.

Procedures and Responsibilities.

1. **Complaint Procedure.** Prompt reporting of a complaint is encouraged to allow for rapid response to and resolution of objectionable behavior. Procedures for filing a complaint can be found under the Prohibiting Harassment and Discrimination policy.

Responsible Party: Employees

2. **Legal Implications and Sanctions.** University sanctions for violations of this policy may include any disciplinary action, up to and including termination of employment for faculty, staff, and student employees. Discrimination is illegal under federal and state law. Official governmental investigations may result in civil liability against the

University and any person found to have engaged in illegal discrimination.

Responsible Party: Human Resources and Department Officials

References and Cross-references. None

Forms and Tools. None

Approved: 8/30/2010

Effective: 8/30/2010

Revised: