

Board of Trustees
April 20, 2006

Issue: Equal Opportunity and Diversity Regulation

Proposed action: Approval

Background information:

Attached is a recommended revision to the University's Equal Opportunity and Diversity Regulation. This revised regulation has been vetted by the associate vice presidents, the University's constituent groups, the Executive Staff, and the Educational Policy Committee. It is also posted for open comment from the University community. Comments received are attached.

This regulation is being presented to the Board of Trustees for approval, in compliance with the Board of Governor's policy.

Supporting documentation: Equal Opportunity and Diversity Regulation



UNIVERSITY OF NORTH FLORIDA

Regulation Number	Subject	Effective Date	Revised Date
	Equal Opportunity and Diversity Regulation	02/10/06	02/02/06
Responsible Unit/Division: Director, Equal Opportunity Programs			
<input type="checkbox"/> New Regulation Proposal	<input type="checkbox"/> Major Revision of Existing Regulation	<input checked="" type="checkbox"/> Minor/Technical Revision of Existing Regulation	<input type="checkbox"/> Reaffirmation of Existing Regulation

I. OBJECTIVE & PURPOSE

The purpose of this regulation is to set forth the University's expectations regarding creating and maintaining an environment of inclusiveness and equal opportunity for all members of our diverse University community.

II. STATEMENT OF REGULATION

The University of North Florida is committed to providing an inclusive and welcoming environment for all who interact in our community and strives to attract students, faculty and staff from a variety of cultures, backgrounds and life experiences. While embracing these concepts of inclusiveness and diversity the University is equally committed to ensuring that educational and employment decisions, including recruitment, admission, hiring, compensation and promotion, are based on the qualifications, skills and abilities of those desiring to work, study and participate in our University community.

Accordingly, the University shall actively promote equal opportunity, diversity and affirmative action policies and practices and will not commit or permit discrimination or harassment on the basis of race, color, religion, age, disability, sex, sexual orientation, marital status, national origin or veteran status in any educational, employment, social or recreational programs and activities offered by the University. Similarly, the University will not commit or permit retaliation against an individual who complains of discrimination or harassment or an individual who cooperates in an

investigation of an alleged violation of this regulation. The University expects that all community members including students, faculty, staff, vendors, contractors, visitors or others who interact at the University will observe and comply with these equal opportunity and diversity principles.

The responsibility for communicating, interpreting and monitoring this equal opportunity and diversity regulation and the University's Affirmative Action compliance obligations rests with the Director, Office of Equal Opportunity Programs, University of North Florida, J. J. Daniel Hall, Room 2100, 4567 St. Johns Bluff Road South, Jacksonville, Florida 32224-2645, (904) 620-2507 Voice & TDD and (904) 620-1004 Fax.

III. STATEMENT OF REQUIREMENTS

A. Scope of Regulation.

The requirements of this regulation apply to all students, faculty, staff, vendors, contractors, visitors or others who interact at the University's campus or at any University sponsored or University related function or activity.

B. Required Reporting of Alleged Violations.

All supervisors are required to promptly report to the Director (either verbally or through written communications) allegations, reports or instances of alleged discrimination and/or harassment, including sexual harassment by or against any person covered by this regulation. Additionally, all faculty with instructional responsibilities are required to promptly report to the Director (either verbally or through written communications) allegations, reports or instances of alleged discrimination and/or harassment by or against a student in violation of the University's Equal Opportunity and Diversity Regulation.

IV. STATEMENT OF PROCEDURES

A. Seeking Guidance Regarding This Regulation.

Any member of the University community who believes that he or she has been subjected to discrimination or harassment; any member of the community who believes that he or she has been subjected to retaliation related to an allegation of discrimination or harassment; or any member of the community who believes that others have been subjected to discrimination, harassment or retaliation in violation of this regulation, may seek guidance, counseling or file a complaint in accordance with this regulation by contacting the Director.

B. Complaint Procedure.

Allegations of violation of this regulation including the actual filing of a complaint of discrimination, harassment or retaliation of this regulation will be addressed by the Director in accordance with the EOP Complaint and Investigation Procedures. A copy of the EOP Complaint and Investigation Procedures can be obtained at the EOP Office, on the EOP website or as posted with the comprehensive listing of the University's regulations and policies.