

RESIDENT HANDBOOK

SECTION IX: HUMAN RESOURCES

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY – ANTI-DISCRIMINATION POLICIES

INTRODUCTION

- I. The University of Nevada, Las Vegas (UNLV) is committed to and will provide equality of educational and employment opportunity for all persons regardless of race, sex, age, color, national origin, ethnicity, creed, religion, disability, sexual orientation, gender, marital status, pregnancy, veteran status, or political affiliation — except where sex, age, or ability represent bonafide educational or employment qualifications or where marital or veteran status are statutorily defined eligibility criteria for federal or state benefit programs.
- II. Further, the university seeks to promote campus diversity by enrolling and employing a larger number of minorities and women where these groups have historically been and continue to be under-represented within the university in relation to availability and may extend preference in initial employment to such individuals among substantially equally qualified candidates, as well as to veterans, Nevada residents, and current state employees seeking promotion.

POLICY

- I. This affirmation is published in accordance with 41 CFR 60 and is in keeping with Title VII & Title IX of the Civil Rights Act of 1964, as amended; Executive Order 11246; the Rehabilitation Act of 1973; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; the Civil Rights Restoration Act of 1988; Nevada Revised Statutes; and the Code and Policies of the Board of Regents of the Nevada System of Higher Education.
- II. To ensure that equal educational and employment opportunity exists throughout the university, a results-oriented equal opportunity/affirmative action program has been implemented to overcome the effects of past discrimination and to eliminate any artificial barriers to educational or employment opportunities for all qualified individuals that may exist in any of our programs.
- III. The university aims to achieve, within all areas of the university community, a diverse student body, faculty, and staff capable of providing for excellence in the education of its learners and for the enrichment of the university community.
- IV. UNLV reaffirms its commitment to equality of educational and employment opportunity in its relationships with all members of the university community and its commitment to the elimination of any documented historical and continuing underutilization of women and minorities among the student body or employee complement.
- V. UNLV is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously underutilized human resources.
- VI. UNLV employs only United States citizens and aliens lawfully authorized to work in the United States.

- VII. The affirmative action office is responsible for coordinating all compliance efforts, for investigating complaints, and for receiving grievances from students, faculty and staff in matters dealing with discrimination.
- VIII. The university's compliance office is located on the UNLV Main Campus in FDH-635 at 4505 S. Maryland Parkway, Box 451062, Las Vegas, NV 89154. Phone is 702-895-4055 and fax 702-895-0415.

Approved by Graduate Medical Education April 2017