

Greenspun College of Urban Affairs BYLAWS

Preamble

General Authority – The College is, in all matters and in these bylaws, subject to the rules and authority of UNLV and the Nevada System of Higher Education (NSHE). To the extent of any conflict between those rules and authority and in these bylaws, the College bylaws shall yield.

Chapter 1: College Organization

1.1: The Greenspun College of Urban Affairs shall consist of the following academic units: the Department of Criminal Justice, the School of Environmental and Public Affairs, the Department of Communication Studies, the School of Social Work, the Hank Greenspun School of Journalism and Media Studies; including any other programs of study, centers, offices, and institutes under its jurisdiction.

1.2: Categories of Faculty – The Nevada System of Higher Education (NSHE) Code applies the term “faculty” to the following groups of employee:

1.2.1 Tenured Academic Faculty means members of the academic faculty who have been awarded tenure at the University of Nevada, Las Vegas (UNLV Bylaws 4.1.1.1). Each tenured academic faculty member under full-time teaching or research contract to the University System, the majority of whose workload is in the Greenspun College of Urban Affairs, shall be considered a member of the College and have a vote in its proceedings.

1.2.1.1 Nontenured Academic Faculty means members of the academic faculty who are in tenure-track positions but who have not completed their probationary period (UNLV Bylaws 4.1.1.2).

1.2.2 Executive and Administrative Faculty. The President, Executive Vice President and Provost, vice presidents, Deans, associate and assistant Deans, and -- where equivalent to Deans -- directors are considered administrators, as are any such other executive and administrative positions as may be defined by the Board of Regents, the Chancellor, or the President. (UNLV Bylaws 4.1.3; B/R 10/98). In the College of Urban Affairs the Dean and Associate Dean of the College shall also be voting members.

1.2.3 Nontenure-track Academic Faculty means unranked members of the academic faculty who are not eligible to receive appointment with tenure and they will be designated Rank 0 (UNLV Bylaws 4.1.1.3; B/R 12/04).

1.2.3.1 In the College of Urban Affairs a faculty-in-residence (or its equivalent) shall be considered a nontenure-track academic member of the College and have a vote in its non-personnel proceedings [The only exception will be the ability to participate on faculty search committees for positions below the rank of II]. The primary workload responsibility of faculty-in-residence will be instruction,

service, or any other contractually defined functions with limited or no responsibility in the area of research.

1.2.4: Non-Academic Faculty: Authorized professional positions who are affiliated with the College and are engaged primarily in activities supportive of the university's mission and who may also be affiliated with established academic colleges and/or departments. Also, these faculty members may perform such duties as teaching, research, consulting, and community service (See UNLV Bylaws 4.1.2).

1.3: All College voting can be conducted by mail or online ballot or as per section 3.6.

1.4 Recommendations for action to rename, split, consolidate or eliminate existing units shall require (a) a two-thirds majority of the academic unit or units concerned or if the unit or units shall disapprove, (b) a two-thirds majority of the College members voting.

1.5 Proposals for action in 1.4 shall be forwarded to the Dean for College approval, and, if approved by the Dean, sent to the Provost and the President for final approval, and when necessary to the NSHE Regents.

1.6 Budgets for the College shall be departmentalized and administered by the units. Each unit of the College shall prepare and submit its budget requests to the Dean. The Dean shall prepare and submit the budget requests for the College to the Provost.

1.7 Faculty workloads will be determined based on the provisions of College and University workload policies. The distribution of workload assignments for a tenure-track academic faculty member will be determined in accordance with the mission and priorities of the University and the goals and needs of that faculty member's governing Unit. All workload assignments shall be consistent with the UNLV Workload Assignment Policy and Guidelines, the applicable sections of the Board of Regents' Handbook, and the bylaws of the University, as well as the bylaws of the faculty member's governing Units.

1.7.1 Faculty Course Assignments. The department chair/unit director of each department/unit, after consultation with the departmental/unit faculty and the Dean in accordance with Title 4, Chapter 3, Section 3, the UNLV Workload Assignment Policy and Guidelines, College/unit bylaws, and the UNLV Faculty Course Assignment Policy will assign each faculty member specific courses. (UNLV Bylaws 3.1; B/R 6/07)

Chapter 2: Officers of the College

2.1 The Dean of the College is the chief administrative officer of the College and a university administrator. Other administrative officers shall include the Associate Dean, Business Manager, Undergraduate Coordinator, Director of College Advising Center, Director of Development and other appointees. Detailed descriptions and job duties of these appointees will be developed by the Dean. As the chief administrative officer of the College, the Dean has authority and

responsibility for the College on all matters within the regular administrative channels of the University as defined in Chapter I, Section 5 of UNLV Bylaws. These include but are not limited to policy formation, interpretation and application; personnel selection and evaluation; budget preparation and allocation; short and long term planning; and leading regular meetings.

The Dean will also preside at faculty and other meetings of the College and will be responsible for the College's administration. The Dean, in consultation with the faculty and subject to the rules and authority of UNLV and of the Nevada System of Higher Education (NSHE) may create and fill such subordinate administrative offices and classified positions as are necessary and appropriate for the operation of the College. The Dean is the College's representative to the central administration of UNLV and NSHE.

2.2 The Dean of the College shall be appointed by the President upon recommendation from the Provost, who shall have convened and been advised by a screening committee. The formal procedures for selecting the Dean are described in Chapter II, Section 10.5.1 of the UNLV Bylaws. Also see (NSHE 10.5.1). The Provost shall convene a recruitment and screening committee which shall consist of six faculty members elected by the College faculty in accordance with College Bylaws, one Dean appointed by the Provost from the Academic Council (ex-officio and nonvoting), one student democratically elected by the CSUN Senate, and any nonvoting members selected by the Provost. The Associate Dean may not serve on Dean search committees.

2.3: In the event that a Dean is not appointed under the provisions of 2.2, an interim Dean, selected from the College faculty, shall be appointed by the Provost and the President.

2.4: According to Chapter III, Section 14.3 of the UNLV Bylaws, each College shall develop procedures for periodic assessment of the Dean by the faculty of the College who report directly to that administrator. This evaluation shall be conducted no less than once every three years, and will be given consideration in the annual evaluation by the administrator's supervisor.

The Greenspun College of Urban Affairs Administrative Evaluation Committee, comprised of one elected voting faculty from each unit will be formed at the request of the Dean or upon receipt of a petition signed by at least two-thirds of the voting College faculty. The committee will be formed at three-year intervals to develop and implement the evaluation.

2.5: At the formal request of two-thirds of the voting faculty members, removal of the Dean shall be considered by the Provost and the President.

2.6: The Dean shall be appointed for a three-year term and can be reappointed.

2.7: The Dean shall provide each new faculty member with a copy of these Bylaws. Copies of these Bylaws, with any amendments thereto, and the current list of voting faculty shall be maintained in the office of the Dean and provided to faculty members upon request.

2.8: The Dean, in consultation with the Executive Committee, will select an Associate Dean. The Associate Dean will be under the direction and supervision of the Dean. Job duties and responsibilities will be defined by the Dean.

2.9: Chairs and Directors: Unit chairs and directors are tenured academic faculty fulfilling administrative duties

2.10: The method by which the Chair or Director is recommended for appointment shall be determined by the members of each unit in consultation with the Dean. Terms of office must be at least three years, with the possibility of renewal. Chairs/Directors shall be tenured members of the faculty with a rank of III or IV absent an express written exception by the Dean and Provost. In the event the unit faculty is unable to nominate a chair, the Dean shall nominate the chair after consulting with the faculty of the unit and related units. The Chair/Director not intending to continue in office should formally notify the Dean as early as possible so that the Dean can meet with the unit to discuss the various options. Unit Chairs and Directors serve at the pleasure of the Dean. Candidates for chair or director must be acceptable to the Dean and the Provost, and are appointed by the President.

2.11 The Chair or Director shall be responsible for the administration of her or his unit/school. Duties and responsibilities of chair and directors can include but are not restricted to the following: accessibility on a daily basis, personnel decisions, scheduling of classes, fiscal control, committee appointments, implementation/creation of faculty workload policies, and curricular review.

2.12 Unit chairs and directors may be removed from office during their terms by the Dean, Provost or President. The unit faculty, in accordance with unit Bylaws, may also seek removal of a chair or director. If the Dean concurs, the request will be forwarded to the Provost.

2.13 A periodic assessment of College administrators by academic faculty and nonacademic faculty who report directly to the administrators will be held at least once every three years. An assessment of the administrators' performance of assigned duties within the standards of effectiveness and efficiency will be included. The unit head will be evaluated as provided by the Bylaws of the unit. Results of the evaluation will be made available to the Dean.

Chapter 3. Meetings of the College

3.1: The Dean shall call a regular meeting of the College at least once each semester. However, other meetings of the College may be called as frequently as the Dean feels it is necessary during the regular academic year. At least one week's written advance notice must be given before meetings are held. If action is to be taken at any such meeting, the notice shall include an agenda.

3.1.1: At meetings which are merely informational and at which no action is to be taken, there is no requirement of a quorum. At meetings at which action is to be taken, a quorum for a College meeting shall be a simple majority of the voting members of the College.

3.2 The Dean is required to call a College meeting upon written request by at least one third of the College faculty.

3.3 Notification of the scheduling of a meeting of the College shall constitute notice to individual faculty members who wish to contribute items to the agenda. Such items shall be in the hands of the Dean four days prior to the called meeting. Any faculty member can contribute items to the agenda.

3.4 The agenda for each meeting shall be distributed to the College faculty at least one day prior to the scheduled meeting.

3.5 Minutes of College meetings shall be distributed to the College faculty within two weeks following the meeting.

3.6: Voting in College faculty meetings can be by hand or voice, except that sensitive issues shall be by secret ballot. Any faculty member can identify any issue as being sensitive.

3.7: Proxy voting may be allowed at the discretion of the Dean. If the Dean allows for proxy voting, proxies must be submitted in writing to the Office of the Dean prior to the meeting.

3.8 At College faculty meetings, those authorized to vote are tenured, tenure track, nontenure-track academic faculty (unless 1.2.3.1 applies) the Associate Dean, and the Dean, each of whom shall have one vote.

3.9: At College meetings at which a quorum is present at the beginning of the meeting, the meeting may proceed even though departures during the meeting may result in less than a quorum at the time of the vote. The vote of a majority of those entitled to vote and present at the time of the vote shall determine the issue, except in the case of amendments to these bylaws. In this case, the vote of two-thirds of those entitled to vote and present at the time of the vote shall be required to recommend amendment.

Chapter 4. Elections and Committees

4.1 The College shall have the following standing committees:

- Executive Committee
- Graduate Course and Curriculum Committee
- Undergraduate Course and Curriculum Committee
- Tenure and Promotion Committee
- Administrative Evaluation Committee

4.2 In the first year under these Bylaws, the first task of each committee shall be the writing of a statement of its view of its duties. The statement shall be subject to review by the Dean and the Executive Committee before submission to the College, which must approve the statements by a

majority vote of those present at the Executive Committee Meeting. These statements shall be binding upon succeeding committees, which may amend them by the process above.

4.3 Committee Membership and Responsibilities

4.3.1 All standing committees shall consist of duly elected representatives from each of the units and schools (hereafter units) that make up the College, and at least one member elected at large from the College.

4.3.2 Each standing committee shall be prepared to report on action taken or proposed at each regular meeting of the College.

4.3.3 Faculty committee members, except for the non-elected members (unit chairs and directors) of the Executive Committee, shall serve on standing committees for a period of two academic years beginning with their election. Members shall serve staggered terms to insure continuity on the committee. In the initial year of a standing committee, two of its members shall be elected for only one year. Members may succeed themselves on these committees. In the case of an unexpected resignation, a special election will be held to complete the remaining term.

4.3.4 Other committees may be appointed for special purposes by the Dean of the College.

4.4 The Executive Committee shall consist of the Dean of the College, Associate Dean, the Unit Chairpersons/Directors, two academic faculty members elected at large by the College academic faculty, and an at-large non tenure track academic faculty representative.

4.4.1 Each unit will nominate one candidate for academic faculty membership on the Executive Committee. An at-large College election will be held to determine the two academic faculty members.

4.4.2 Each unit will nominate one Nontenure-track academic faculty candidate for membership on the Executive Committee. An at-large College election will be held to determine the Non tenure academic faculty representative.

4.4.3 The Director of the Greenspun College Advising Center and the Nontenure-track academic faculty representative shall be an ex-officio, non-voting members.

4.4.4 The Dean may also allow other members of the College or university community to attend Executive Committee meetings as ex-officio members.

The Dean shall chair the committee and shall appoint an alternate to serve in the event of his/her absence from a meeting. The committee shall meet at least once per month, but may meet as frequently as necessary to address policy and procedural issues that arise within the College. The Dean shall establish the times and places for the meetings.

4.5 The Undergraduate Course and Curriculum Committee shall be comprised of a faculty member from each unit in the College in which there are undergraduate courses offered. Members shall be elected only from a unit in the College in which there is an undergraduate program. The Director of the Advising Center shall serve as an ex officio, non-voting member.

The committee shall review all undergraduate curriculum and program recommendations or proposals developed and forwarded by any undergraduate program in the College. The proposals and recommendations to be reviewed by the committee shall include, but not be limited to, those related to new courses, course deletions, course changes, title changes, recommended dual listings and changes in descriptions, prerequisites or credits allowed. The committee shall also review new program proposals and new program emphasis areas.

After the committee completes reviewing a matter, the committee shall recommend appropriate action be taken. This recommendation may include returning the proposal to the originator for amendments or corrections; rejecting it with stated reasons; or accepting and forwarding it to the Dean. If the Dean rejects the proposal, it is returned to the originator with stated reasons, and a copy of the rejection and reasons therefore is also sent to the committee. If the proposal is approved, it is sent forward to the appropriate university committee or committees.

4.6: Graduate Course and Curriculum Committee: The committee shall be comprised of the graduate coordinators from each unit in the College in which there is a graduate program. Each faculty member serving on the committee shall also be a full member of the Graduate College faculty. The Associate Dean shall serve as an ex-officio, non-voting member.

The committee shall review all graduate curriculum and program recommendations or proposals developed and forwarded by any graduate program in the College. The proposals and recommendations to be reviewed by the committee shall include, but not be limited to, those related to new courses, course deletions, course changes, title changes, recommended dual listings, and changes in descriptions, prerequisites or credits allowed. The committee shall also review new program proposals and new emphasis areas.

After the committee completes reviewing a matter, the committee shall recommend appropriate action be taken. This recommendation may include returning the proposal to the originator for amendments or corrections; rejecting it with stated reasons; or accepting and forwarding it with recommendation for approval to the Dean. If the Dean rejects the proposal, it is returned to the originator with stated reasons and a copy of the rejection and reasons therefore is also sent to the committee. If the proposal is approved, it is sent forward to either the University Program and Curriculum Committee or the Graduate Curriculum Committee, as appropriate.

4.7 Promotion and Tenure Committee will receive promotion and tenure applications from faculty in the College and make a recommendation to the Dean regarding the acceptability of candidates for the personnel actions requested.

4.7.1 The Tenure, and Promotion Committee shall be comprised of a duly elected representative of each of unit that make up the College, and one member elected at large from the College. Members of the Tenure, and Promotion Committee must be tenured faculty. If a unit has no tenured faculty or full professors, the Dean in consultation with the unit, shall appoint a member to the committee.

4.7.2 Neither unit heads nor individuals being recommended for promotion in a given year are eligible for membership on the committee (except in consideration of 4.7.1).

4.7.3 For cases involving promotion to full professor, only full professors on the College committee will consider the case and vote on whether to recommend promotion. While associate professors may serve on the committee, they are not eligible to vote on these cases. Therefore, a simple majority of the members shall be full professors.

4.7.4 Members of the committee may not participate in the consideration of or vote on proposed personnel issues involving members of their own unit. However, members from units in which a candidate is being considered may be present at the meeting in order to answer questions or clarify any other issues.

4.7.5 Each member will be elected for a two-year term, with the terms of one-half of the members expiring each year. [To begin the cycle, members elected the first year will draw lots to determine the length of terms.] Faculty may serve two consecutive terms. The committee will select its chairperson who shall convene the committee, preside at meetings and serve as spokesperson. The chair of the committee will also serve a two-year term and will rotate among the committee members.

4.8 Administrative Evaluation Committee shall be convened for the purpose of allowing faculty and staff the opportunity to provide input on the performance of the Dean. The evaluation will focus on the Dean's responsibilities associated with leadership, administrative competence, interactions with faculty/staff/students, and related areas. Procedures for this evaluation will follow UNLV guidelines.

4.9 *Ad Hoc* Committees: The Dean is authorized to establish *ad hoc* committees, as needed, to conduct the business of the College. In such cases, the membership of the committee shall remain within the Dean's discretion to appoint, taking into account the necessity to include all interests of the College and the specific need for establishing the committee. The Dean shall also establish the time period that each *ad hoc* committee is intended to remain in existence.

In the event that a faculty member properly requests that a separate peer review of their annual evaluation be provided, the College will establish an *ad hoc* Peer Review Committee, as provided by the UNLV Bylaws. The committee shall consist of a member from each unit in the College. Each unit shall appoint a member from that unit's faculty to serve on the committee. The normal term shall be for the then current period of the annual reviews of faculty personnel within the College.

The committee shall meet within fifteen (15) days after receipt of a request for peer review. The committee's purpose shall be to file a report which either recommends upholding the administrator's original evaluation or reversing that evaluation and recommending an alternative one. The committee shall complete its work no later than the end of B-contract period. Both the original evaluation and the recommendation of the peer review committee shall be forwarded to the appropriate Dean and vice President, and both evaluations shall be placed in the faculty member's master personnel file.

4.10 College Elections

All Committee elections shall begin with a general call for nominations by the Dean's Office. Nominations other than self-nominations must be verified with the individual to be nominated. If fewer than two nominations are received for each open position, the Dean will appoint a nominating committee of three faculty whose purpose it will be to solicit candidates to fill the remaining ballot spaces. Ballots will be returned to the Dean's Office, counted by Dean's Office personnel, and verified by two faculty members other than the Dean, or Associate Dean.

4.10.1 Faculty members of standing committees shall be elected before the end of the spring semester prior to the academic year in which they begin to serve.

4.10.2 College participation in Faculty Senate elections shall be organized by the College's Senior Senator in accordance with Faculty Senate bylaws. In the event unexpected vacancies of Senate seats or on Senate committees, emergency appointments may be made by the College's Senior Senator until the next regular Senate election.

Chapter 5: Procedures of the College

5.1. Curriculum

Curriculum and requirement changes within a unit or cooperating units shall originate with the members of that unit, and shall follow the approval and routing procedures established by the relevant University Curriculum Committees. Changes approved by the College Graduate and Undergraduate Curriculum Committees shall be communicated to the Associate Dean, who shall make notice of such a change available to all members of the College faculty. If, within one week subsequent to notification, no protest is made by any other unit acting through its Chairperson, the change will be considered approved by the College. If a protest is made by a Chairperson, or 10 members of the College, or if the Dean of the College has reservations, the Dean shall refer the matter to the Executive Committee of the College for recommendation to the voting members of the College for final resolution.

5.1.1: Class Scheduling: The faculty of each academic unit in the College shall recommend the unit courses to be taught for university credit in accordance with unit and College Bylaws. (See UNLV Bylaws 2.2.1)

5.1.2: Non-Academic Faculty Course Recommendations: Those members of the nonacademic faculty who teach courses at UNLV must abide by the policies and procedures of the UNLV Bylaws and any applicable College and unit Bylaws or procedures. (See UNLV Bylaws 2.2.2)

5.1.3: Faculty Course Assignments: The administrator of each academic unit in the College, after consultation with the unit faculty and the College Dean in accordance with College Bylaws, will assign each faculty member specific courses. (See UNLV Bylaws 2.3.1)

5.1.4: New Course Approval: New courses relating to unit, College, or special programs of study (including cross-listed courses) must be approved by the appropriate administrative units as specified in the appropriate Bylaws. Upon approval of new courses, the Associate Dean will inform all members of the College faculty (See UNLV Bylaws 2.5.1).

5.1.5: Curricular Approval: All curricular programs of study to be offered by each unit or College must be approved by faculty within the originating program or department and will follow the approval and routing procedures established by the UNLV Bylaws (See UNLV Bylaws Chapter II, section 6).

5.1.6 Changes in College Requirements: Proposed changes in College requirements or modification of such requirements shall require approval by two-thirds vote of the members of the College voting. The Executive Committee shall propose all changes or modification in College requirements or modification of such requirements, except in such instances in which fifteen percent of the members of the College sign a petition and submit it to the Dean.

5.2 Faculty Organization

5.2.1 Policies and Procedures Relating to Faculty Rights and Duties

All specified professional responsibilities and performance expectations shall be discussed by the individual faculty member and the unit chair, director or supervisor. Individual workloads will be determined for a member of the faculty in accordance with the mission and priorities of that person's unit as specified by the bylaws of the unit thereof. Any grievances shall proceed through normal administrative channels. [UNLV Bylaws Chapter II, Section 6.1]

5.2.2 Procedures for the Faculty of a Unit to Vote on Promotion and Tenure Decisions

Each unit shall establish an eligibility standard for its faculty members to vote on promotion and tenure decisions. These standards are to strictly conform to the College Tenure and Promotion document. Consistent with 4.7.3, only Full Professors shall vote on application to promotion to Full Professor.

5.2.3 Promotion and Tenure Guidelines and Procedures

Each unit shall establish procedures for promotion and tenure recommendations which conform to College Tenure and Promotion guidelines.

5.2.3.1 University Code and College guidelines will be followed with respect to promotion and tenure to Associate and Full Professor.

5.2.3.2 University Code and College guidelines will be followed with respect to appeals of promotion and tenure decisions.

5.2.4 Procedures for Academic Unit Personnel Recommendations

Academic. Department/Unit Personnel Procedures Authorized. The faculty of each academic department/unit shall establish its own procedures and criteria for all personnel recommendations in accordance with College/school and departmental/unit bylaws. Only tenured and tenure-track faculty (excluding chairs, directors, assistant and associate Deans and Deans) may serve on departmental/unit personnel committees, attend personnel committee meetings at which recommendations for promotion, tenure, or annual evaluations will be made, or vote in such meetings. It shall be the responsibility of those in attendance to write a detailed report specifying majority and minority opinions. The administrative procedures of each department/unit and College/school shall ensure that the input of administrators is a formalized part of the process. (B/R 6/07)

5.2.5 Procedures for Annual Evaluation of Faculty

Unit chairs and directors must prepare an annual evaluation for each member of their faculty in accordance to College and university guidelines.

5.2.6 Merit Guidelines and Procedures (for Tenured, non tenured and non tenure track faculty)

5.2.6.1 The determination of merit guidelines shall be made by the unit chair or director with the advice and consent of the Dean and in consultation with the College Executive Committee.

5.2.6.2 Each unit may determine the process used to rank its faculty; however, a final ranked list shall be submitted to the Dean by the unit chair/director along with the “sentiment” of each unit personnel committee. For merit consideration, unit personnel committees may have representative from the nontenure-track academic faculty.

5.2.6.3 The award of merit shall only require the completion of the appropriate UNLV form/application.

5.2.6.4 The Dean makes the final determination of merit.

5.2.6.5 The merit appeal process shall follow the guidelines specified in the UNLV By-Laws.

5.2.7 Merit Guidelines and Procedures (Professional Staff)

5.2.7.1 Professional staff may apply for merit using a format defined by the College.

5.2.7.2 The professional staff member’s supervisor makes a recommendation for merit based on criteria determined in consultation with the Dean.

5.2.7.3 The Dean makes the final determination of merit for professional staff.

5.3 Bylaws: Ratification and Amendments

5.3.1 Ratification of Bylaws will require a two-thirds vote of all academic, non-academic and FIRs faculty members of the College voting.

5.3.2: Amendment to Bylaws shall follow this procedure:

- (a) Placing a proposed amendment on the agenda of a regular meeting of the College with distribution of the proposed amendment to each College faculty member at least one week prior to the meeting.
- (b) Secret mail ballot vote on the proposed amendment within one month following the meeting at which the amendment is introduced
- (c) Approval by two-thirds of those voting.

5.3.2.1 Amendments required due to actions on the part of the Nevada Board of Regents (s.a. changes in the UCCSN CODE or UNLV Bylaws) or those reflecting administrative fiats from the President or the Provost of the University are to be made at the time they become effective. Such amendments do not require ratification by the College faculty.

5.3.3: The faculty of all units in the College shall create Bylaws to govern internal operations. (See UNLV Bylaws 4.4.2)

5.4 Suspension of College Bylaws may be accomplished at any College meeting with a two thirds vote of members present.

Chapter 6: Equal Opportunity and Nondiscrimination Policy

6.1 The Greenspun College of Urban Affairs (GUA) strictly adheres to policies of equal educational opportunities, equal employment opportunities, and nondiscrimination. It follows policies of equal opportunity and affirmative action in accordance with state and federal laws, regulations, and guidelines. The GUA will not discriminate on the basis of age, color, creed, marital status, national origin, physical or mental disability, race, religion, sex, sexual orientation, or veteran status.