

# **AFFIRMATIVE ACTION/EQUAL OPPORTUNITY – ANTI-DISCRIMINATION POLICIES**

## **I. Affirmative Action/Equal Opportunity Statement**

UNLV is an Equal Opportunity Affirmative Action Employer Committed to Achieving Excellence Through Diversity.

### **1. REAFFIRMATION OF COMMITMENT TO EQUAL EDUCATION AND EMPLOYMENT OPPORTUNITY**

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 bona fide educational or employment qualifications or where marital or veteran status are statutorily defined eligibility criteria for federal or state benefit programs. 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.

**2.** The University of Nevada Las Vegas employs only United States citizens and aliens lawfully authorized to work in the United States.

**3.** The Compliance 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.

**4.** The university's Compliance Office is located in Room 635, Flora Dungan Humanities Building, Las Vegas. People who have questions or complaints may call (702) 895-4055.

## **II. Anti-discrimination Statement**

### **1. UNLAWFUL HARASSMENT, PERSONAL DISCRIMINATION AND RETALIATION**

The University of Nevada, Las Vegas affirms that students and employees are entitled to an educational and employment environment free from unlawful harassment or personal discrimination and expressly prohibits unlawful harassment or personal discrimination of any individual among the university community engaged in educational or employment pursuits based on that individual's race, sex, age, color, national origin, ethnicity, creed, religion, disability, sexual orientation, gender, marital status, pregnancy, veteran status, or political affiliation. Further, no student or employee shall be subject to retaliation for bringing a good faith complaint pertaining to unlawful harassment or personal discrimination or for protesting such behavior directed against another member of the university community.