

## Faculty Handbook Policy

### 8.4.1. Non-Discrimination/Affirmative Action Policy

#### 8.4.1.1. Policy and Guidelines.

Reaffirmation 6/1/98 and 11/14/06.

**Comment [mp1]:** Note that the changes shown in this document are intended to make the FH in agreement with the University Harassment policy

**Comment [mp2]:** The links are relocated to the end of the section and updated.

**Deleted:** <http://policy.iastate.edu/policy/discrimination/> ↑  
<http://www.hrs.iastate.edu/AAO/reaffirmation.pdf>

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All administrators and personnel providing input into administrative decisions must ensure that all decisions relative to employment, conditions of employment, and access to programs and services will be made without regard to race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age (40 and over), marital status, sexual orientation, gender identity, status as a U.S. veteran (disabled, Vietnam, or other), or other protected class.

Exceptions to this directive may be made in matters involving bona fide occupational qualifications, business necessity, actions designed to eliminate workforce underutilization, and/or where this policy conflicts with federal and state laws, rules, regulations, or orders.

Iowa State University does not and will not tolerate unlawful discrimination. Iowa State will recruit, hire, train and promote persons without regard to race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age (40 and over), marital status, sexual orientation, gender identity, status as a U.S. veteran (disabled, Vietnam, or other), or other protected class. Iowa State University will make employment decisions to further the principle of equal employment opportunity and diversity.

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No otherwise qualified person will be denied access to, or participation in, any program, activity, service, or the use of facilities on the basis of factors previously enumerated. Reasonable accommodation will be made to facilitate the participation of persons with disabilities in all such activities consistent with applicable federal and state laws, orders and policies.

All supervisory personnel will be responsible for maintaining an environment that is free of discrimination and/or harassment. Acts by anyone that adversely affect another person's employment, conditions of employment, academic standing, receipt of services, and/or participation in, or enjoyment of, any other activity, will be regarded as a violation of university policy and thereby subject to appropriate disciplinary action. Retaliation against persons filing complaints for bringing the violation of this policy forward for

review or for assisting in a review pursuant to a filed complaint or grievance is prohibited.

Iowa State University's commitment to nondiscrimination and affirmative action is of the highest priority and must be adhered to as such. It applies to all university-sponsored programs and activities as well as those that are conducted in cooperation with the university.

[Additional information regarding Non-Discrimination/Affirmative Action Policy can be found at the following links: http://policy.iastate.edu/policy/discrimination/ and http://www.hrs.iastate.edu/AAO/reaffirmation.pdf](http://policy.iastate.edu/policy/discrimination/)

Field Code Changed

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Approved by the Faculty Senate on October 9, 2007, and by the President and Provost on October 26, 2007.

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## **Handbook, Chapter 2.**

### **2.1. Introduction**

Iowa State University of Science and Technology is a public land-grant institution serving the people of Iowa, the nation, and the world through its interrelated programs of instruction, research, extension, and professional service. With an institutional emphasis upon areas related to science and technology, the university carries out its traditional mission of discovering, developing, disseminating, and preserving knowledge.

Iowa State University does not discriminate on the basis of race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age (40 and over), marital status, sexual orientation, gender identity, status as a U.S. Veteran (disabled, Vietnam, or other), or other protected class. Any person who has inquiries concerning this may contact the Director of the Office of Equal Opportunity and Diversity. Approved by the Faculty Senate on October 9, 2007, and by the President and Provost on October 26, 2007.

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