

Accommodations may also be provided for dress and grooming standards that an employee has for religious reasons

**Pregnancy:** Reasonable accommodations must be provided to allow a pregnant student or employee to fully participate in educational and employment opportunities. Oftentimes, pregnant students and employees can arrange necessary flexibility by working directly with their instructors, supervisors or departments. Requests for accommodations may also be made to the OEO/AA. Examples of some common pregnancy or pregnancy-related accommodations are flexibility with attendance, allowing frequent trips to the restroom, parking and transportation issues, or allowing a leave of absence.

**Medical Conditions or Disability:**

The university provides reasonable accommodations to ensure equal access to qualified person with disabilities.

**FOR STUDENTS:**

*Center for Disability & Access*

Union Building  
200 South Central Campus Drive Room 162  
Salt Lake City, UT 84112  
disability.utah.edu  
801.581.5020

**FOR CAMPUS AND HEALTH SCIENCES EMPLOYEES:**

*Division of Human Resources*

250 East 200 South, Suite 125  
Salt Lake City Utah, 84111  
hr-ada@utah.edu  
801.581.2169

**FOR UHC EMPLOYEES:**

*Hospitals and Clinics Human Resources*

801.581.6500  
adarequest@hsc.utah.edu

**TRAINING**

OEO/AA also provides training for departments, student groups, employees and others.

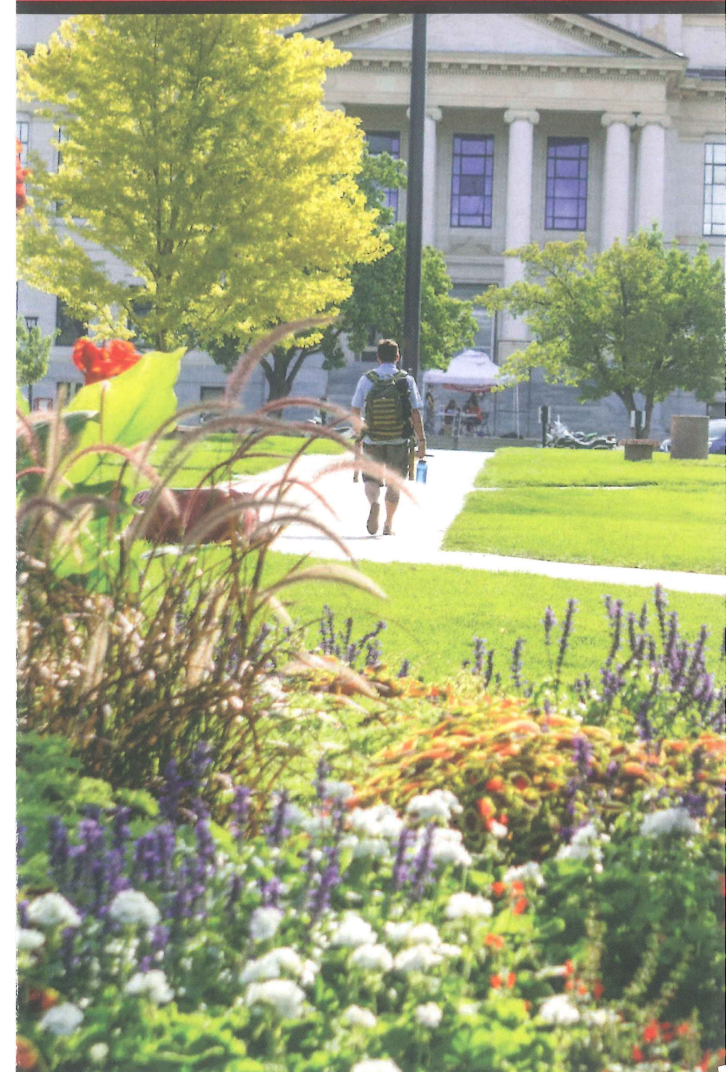
- Rights and responsibilities under the university's nondiscrimination policies
- Faculty/Staff Search Committee training

**For more information:**

Office of Equal Opportunity and Affirmative Action (OEO/AA)  
201 S. Presidents Circle, Room 135  
Salt Lake City, UT 84112  
801-581-8365  
Fax: 801-585-5746  
oeo.utah.edu

**OFFICE OF EQUAL  
OPPORTUNITY AND  
AFFIRMATIVE ACTION**  
DISCRIMINATION, HARASSMENT, AND  
SEXUAL MISCONDUCT

**U** THE UNIVERSITY OF UTAH®



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## WHO WE ARE

The University of Utah is committed to providing and fostering an environment that is safe and free from prohibited discrimination. The Office of Equal Opportunity and Affirmative Action (OEO/AA) is the campus office responsible for ensuring compliance with university policy, and state and federal laws prohibiting discrimination on the basis of membership in a protected class:

- Race
- Color
- Sex
- National Origin
- Age
- Disability
- Religion
- Ethnicity
- Sexual Orientation
- Gender Expression
- Gender Identity
- Genetic Information
- Protected Veteran Status

Affirmative Action is a program designed to remedy past discrimination in employment and eliminate current and future race and gender discrimination. Affirmative Action at the University of Utah promotes race and gender diversity in employment by recruiting women, minorities, individuals with disabilities, and veterans into the applicant pools. Affirmative Action at the University of Utah does not give people an advantage in getting hired or promoted. Only the best person for the job should be hired or promoted. All candidates must meet the minimum qualifications for the position.

## DISCRIMINATION

Discrimination is treating someone differently than other persons. Treating someone differently in employment, treatment, admission, and access to educational programs or activities, or other university benefits or services may violate university policy.

### HARASSMENT IS A FORM OF DISCRIMINATION

Harassment occurs when there is: (1) unwelcome or offensive conduct that (2) has the purpose or effect of interfering with a person's work or academic environment or creating an intimidating, hostile or offensive work or learning environment when such conduct is based on an individual's membership in a protected class.

### WHAT IS SEXUAL MISCONDUCT

Sexual misconduct is a broad term encompassing a range of behaviors including sexual or gender-based harassment, intimate partner violence, sexual exploitation, stalking, nonconsensual sexual contact, nonconsensual sexual penetration, dating violence, domestic violence, and sexual assault.

### MANDATORY REPORTING RESPONSIBILITY

Faculty members, responsible employees, and supervisors have a mandatory responsibility, per university regulations, to report discrimination and sexual misconduct. If you become aware of potential discrimination or sexual misconduct, even if the individual involved does not wish to take any action, you must report the information to OEO/AA.

Responsible employees are university employees, including students, in paid leadership positions. Examples of responsible employees include:

- Professors and other faculty
- Administration and staff (non-mental health)

- Resident advisors
- Student employees
- Campus police or campus security officials

### WHAT TO DO IF YOU HAVE BEEN DISCRIMINATED AGAINST OR HARASSED

If you believe that you have experienced discrimination in violation of the university's nondiscrimination policies, you may file a complaint with OEO/AA. The OEO/AA serves as a neutral and impartial resource that can assist in resolving your complaint. There are two methods for addressing your concerns: (1) Alternative Resolution and/or (2) Investigation. A person filing a complaint may choose either or both options.

### RETALIATION IS PROHIBITED

University policy strictly prohibits retaliation. Retaliation is engaging in behavior that is some sort of punishment, negative consequence, or intimidation directed at another person such as a complainant for having complained of discrimination or harassment or opposing any type of discriminatory conduct.

### ACCOMMODATIONS

The university is committed to creating an inclusive and accessible environment for students and employees. Reasonable accommodations must be provided to allow individuals to fully participate in educational and employment opportunities.

**Religious:** The university provides students and employees with reasonable accommodations for their religious beliefs or practices unless doing so would cause more than a minimal burden to the department. Examples of some common religious accommodations include flexible scheduling, voluntary shift substitutions or swaps, and modifications to workplace policies or practices.