



**VCU**

# Affirmation of VCU’s Equal Opportunity-Interim

**Policy Type:** Administrative

**Responsible Office:** Equity and Access Services (formerly, Office for Institutional Equity)

**Initial Policy Approved:** 03/26/2009

**Current Revision Approved:** 12/12/2014

## Policy Statement and Purpose

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Virginia Commonwealth University is a comprehensive, public university whose mission is to provide a fertile, stimulating environment for teaching, learning, research, comprehensive medical care and service; to promote the pursuit of knowledge; and, to disseminate professional skills. Virginia Commonwealth University will maintain a strong commitment to outstanding achievement, educational excellence and high principle. Activities of the university are designed to promote the continuing policy of providing equal opportunity for employment and educational access to all programs and services without regard to race, color, religion, national origin, age, sex, political affiliation, veteran status, genetic information, sexual orientation, gender identity, gender expression, or disability.

Noncompliance with this policy may result in disciplinary action up to and including termination. VCU supports an environment free from retaliation. Retaliation against any employee who brings forth a good faith concern, asks a clarifying question, or participates in an investigation is prohibited.

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## Who Should Know This Policy

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All Faculty, Staff, and Students are responsible for knowing this policy and familiarizing themselves with its contents and provisions.

## Definitions

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### **Discrimination**

The practice of unfairly treating a person or group of people differently from other people or groups of people.

### **Equal Opportunity**

Policies and practices in employment and other areas that do not discriminate against a person on the basis of race, color, religion, sex, age, disability, etc.

### **Retaliation**

An adverse employment action, or credible threat of an adverse employment action, taken against an employee who has reported actual or suspected misconduct, participated in an inquiry or investigation, or raised a concern. Disciplinary action taken as a result of misconduct is not considered retaliation.

Types of adverse action include, but are not limited to: dismissal from employment; demotion; unfounded negative job references; loss of salary or benefits; transfer or reassignment; denial of promotion that otherwise would have been received; and/or unwarranted written notices.

## Contacts

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Equity and Access Services officially interprets this policy. Equity and Access Services is responsible for obtaining approval for any revisions as required by the policy *Creating and Maintaining Policies and Procedures* through the appropriate governance structures.

Please direct policy questions to:

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## Policy Specifics and Procedures

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Procedures are mandatory actions to establish required actions and processes to comply with a policy, support compliance with applicable laws and regulations, and mitigate risk. It shall be the policy of this institution to provide employment, educational programs, health care services, research opportunities and other services provided to the public in a manner that will insure that the university's commitments to non-discrimination are implemented. Access to all services is based on sound principles of nondiscrimination as expressed in the affirmative action plans and procedures.

## Forms

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There are no forms associated with this policy and procedures.

## Related Documents

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In addition to the commitments to equal opportunity and affirmative action set forth under its affirmative action programs, Virginia Commonwealth University is committed to a policy of nondiscrimination under the following laws and regulations:

1. [Age Discrimination in Employment Act of 1967, as amended](#)
2. [Americans with Disabilities Act of 1990, as amended](#)
3. [Equal Pay Act of 1963, as amended](#)
4. [Executive Order 11246, as amended](#)
5. [Executive Order 13672](#)
6. [Executive Order Number One \(2014\)](#)
7. [Genetic Information Nondiscrimination Act of 2008](#)
8. [Pregnancy Discrimination Act of 1978, as amended](#)
9. [Rights for Virginians with Disabilities](#)
10. [Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended](#)
11. [Sections 503 and 504 of the Rehabilitation Act of 1973, as amended](#)
12. [Title VI of the Civil Rights Act of 1964, as amended](#)
13. [Title VII of the Civil Rights Act of 1964, as amended](#)
14. [Title IX of the Education Amendments of 1972, as amended](#)
15. [Virginia Fair Employment Contracting Act of 1975](#)
16. [Virginia Human Rights Act](#)

## Revision History

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This policy supersedes the following archived policies:

Initial Approval Date: 03/26/2009, *Affirmation of VCU's Equal Opportunity Policy*  
Approval/Revision Date: 11/15/2013, *Affirmation of VCU's Equal Opportunity Policy*  
Approval/Revision Date: 12/12/2014, *Affirmation of VCU's Equal Opportunity-Interim*

## FAQs

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There are no FAQs associated with this policy and procedures.