



**Responsible Department:** Office of Equal Opportunity & Title IX

**Recommended By:** Associate Vice Chancellor for Equal Opportunity & Title IX, Provost, Vice Chancellor for Human Resources, Vice Chancellor for Enrollment, and Vice Chancellor for Diversity, Equity & Inclusion

**Approved By:** Chancellor

**Policy Number**  
EOIX 3.10.020

**Effective Date**  
2/28/2022

## I. INTRODUCTION

A history of discrimination has excluded women and minorities, including persons with disabilities, from employment and educational opportunities in institutions of higher education. That exclusion has also deprived educational institutions of the opportunity to enrich the educational experience of its students, enliven the scholarship, research and other creative activity of the faculty, and to extend its connections to, and impact on the larger community. To remedy that history of discrimination, to promote the benefits of diversity, and to further its educational mission, the University has taken and will continue to take affirmative action to recruit faculty, students and staff from and among racial minorities, women, persons with disabilities, and protected veterans.

## II. POLICY OVERVIEW

A. To achieve these objectives, the University:

1. advocates and practices affirmative action consistent with applicable law, including implementing recruiting and search processes to enhance participation of racial minorities, women, persons with disabilities, and protected veterans;
2. establishes and nurtures an environment for faculty, staff, students, and visitors that values equity and diversity and is free from all forms of prejudice, intolerance, or harassment;
3. provides equal educational access to members of underrepresented groups and develops affirmative action admissions programs, where appropriate; and
4. promotes and supports equity, diversity, and inclusion through its educational programs and activities, including admissions, financial assistance, academic and athletic programs, and housing; its employment policies and practices, including compensation and benefits; access to its facilities and services; and purchasing goods, materials, and services for its programs and facilities from businesses of the diverse communities it serves.

- B. The University prohibits discrimination on the basis of race, color, national origin, age (40 years and over in the employment context), religion, disability, sex, sexual orientation, gender identity, gender expression, genetic information, marital status, veteran status, and any other class of individuals protected from discrimination under federal, state, or local law, regulation, or ordinance in any of the University's educational programs and activities, and in the employment (including application for employment) and admissions (including application for admission) context, as required by Title IX of the Education Amendments of 1972; Title III of the Americans with Disabilities Act of 1990, as amended in 2008; Section 504 of the Rehabilitation Act of 1973; Title VI and VII of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967; and any other federal, state, and local laws, regulations, or ordinances that prohibit discrimination, harassment, and/or retaliation.
- C. The University recognizes that non-discrimination by itself does not achieve equal opportunity. Accordingly, the University continues to take affirmative action to achieve equal opportunity through recruitment, outreach, and internal review of its policies, procedures, and practices. The University develops and implements systems and programs to retain, advance, and equitably compensate qualified individuals from among these groups who are hired as employees or admitted as students.

### III. PROCESS OVERVIEW

- A. The Office of Equal Opportunity & Title IX oversees implementation of this Policy and the Affirmative Action Plan, along with the Office of Diversity, Equity, & Inclusion, Human Resources, and Shared Services. The [Chancellor's Cabinet](#), officers of the University, and all deans, directors, department heads, and managers are responsible for the proper implementation this Policy and the Affirmative Action Plan in their respective areas, and they are expected to exercise leadership toward the University's objectives. The University expects that every employee share this commitment and cooperate fully in helping the University meet these objectives.
- B. This Policy is a counterpart to University Policy EOIX 3.10.010 – *Discrimination and Harassment*, which focuses on addressing, eliminating, and preventing current discrimination. The [Chancellor's Cabinet](#), officers of the University, and all deans, directors, department heads, and managers are responsible for consulting both Policies when making employment and admission decisions.
- C. The University, through its Office of Equal Opportunity & Title IX, has developed detailed [policies and procedures](#) for individuals to bring forward concerns or complaints of discrimination and harassment. Inquiries regarding this Policy or its application should be addressed to the [Office for Equal Opportunity & Title IX](#).

### IV. DEFINITIONS

**“Affirmative Action”** means policies, procedures, and practices that the University adopts and implements to provide all qualified applicants and employees an equal opportunity for recruitment, selection, advancement, and every other term and privilege associated with employment and/or participation in educational programs and activities.

**V. RESOURCES**

- A. University of Denver Equal Opportunity & Title IX website:  
<https://www.du.edu/equalopportunity/affirmative-action>
- B. [Contact](#) the University of Denver Office of Equal Opportunity & Title IX.

<b>Revision Effective Date</b>	<b>Purpose</b>
<i>2/28/2022</i>	<i>Updated and revised to align policy with practice</i>