



Policy 01:100 – Equal Opportunity/Affirmative Action Policy

The University of Montevallo is an equal opportunity/affirmative action institution and prohibits unlawful discrimination on the basis of race, color, religion, national origin, gender, sexual orientation, gender identity, gender expression, age, genetic information, disability, or disabled veteran/Vietnam era veteran status in the University's educational programs; admissions policies; faculty, staff, and student employment policies; financial aid; or other school administered programs and services. The University of Montevallo prohibits any form of harassment related to race, color, religion, national origin, gender, sexual orientation, gender identity, gender expression, age, genetic information, disability, or veteran status of and by faculty, staff, and students.

It is the University's intent to take affirmative action to ensure equal opportunity in employment, and to avoid unlawful discrimination in employment within the University. The University will take affirmative action to recruit, employ, and to advance in employment minorities, women, and disabled veterans/Vietnam era veterans. Reasonable accommodations will be made for qualified disabled veterans and persons with disabilities.

The University and individuals or agencies signing contracts with the University agree not to discriminate against any employee or applicant for employment because of race, color, religion, national origin, gender, sexual orientation, gender identity, gender expression, age, genetic information disability, or veteran status and agree to take affirmative action to ensure that applicants and employees are treated without regard to their race, color, religion, national origin, gender, sexual orientation, gender identity, gender expression, age, genetic information, disability, or veteran status. This policy covers the following: Recruitment and recruitment advertising; employment, promotion, demotion, or transfer; layoff or termination; rates of pay or other forms of compensation; training; and all other terms and conditions of employment.

The University and individuals and agencies with whom it contracts will adhere to the letter and spirit of all relevant laws and governmental regulations.

The University shall not take any discriminatory action against a person, group or organization based wholly or partially on that person, group or organization's perceived or actual religious beliefs about marriage, gender and/or sexuality.

The Director of Human Resources is responsible for coordination of activities to ensure equal opportunity/affirmative action in all University programs and activities and for monitoring their effectiveness.

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