

UNIVERSITY OF IDAHO NONDISCRIMINATION POLICY

The University of Idaho has a policy of nondiscrimination on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity/expression, disability, genetic information, or protected veteran or military status. This policy applies to all programs, services, and facilities. It includes—but is not limited to—applications, admissions, access to programs and services, employment, and advancement.

Such discrimination is prohibited by titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 and requires affirmative action to employ and advance in employment disabled veterans, the Age Discrimination Act of 1975, the Pregnancy Act of 1978, the Age Discrimination in Employment Act Amendments of 1978, the Americans With Disabilities Act of 1990, the Civil Rights Act of 1991, the Rehabilitation Act Reauthorization of 1992, federal GINA Act of 2008, and other state and federal laws and regulations and university commitments.

Sexual harassment violates state and federal law and policies of the Board of Regents. It is prohibited (see FSH 3220 (<http://www.webpages.uidaho.edu/fsh/3220.html>)). The University of Idaho also prohibits discrimination on the basis of sexual orientation and gender identity/expression (see FSH 3215 (<http://www.webpages.uidaho.edu/fsh/3215.html>)). The entire *Faculty Staff Handbook* can be accessed online at <http://www.webpages.uidaho.edu/fsh/>.

Questions or concerns about the content and application of these laws, regulations, or University policy may be directed to the Director of the Office of Civil Rights and Investigations (208-885-4285); Director of the Center for Disability Access and Resources (208-885-6307); the Idaho Human Rights Commission (208-334-2873); Regional Office for Civil Rights, U.S. Department of Education in Seattle (206-220-7900); Equal Employment Opportunity Commission, Seattle District Office (206-220-6883); or Seattle Regional Office of Federal Contract Compliance Programs, U.S. Department of Labor (206-398-8000).

University of Idaho employees have a responsibility to report cases of discrimination and harassment (see FSH 3170 (<http://www.webpages.uidaho.edu/fsh/3170.html>)). Retaliation for bringing forward a complaint is prohibited (see FSH 3810 (<http://www.webpages.uidaho.edu/fsh/3810.html>)). All complaints will be investigated impartially and resolved promptly. Complaints about discrimination or harassment should be brought to the attention of the Director of the Office of Civil Rights & Investigations, Erin Agidius (Title IX and 504 Coordinator), at 875 Perimeter Dr., MS 3160, Moscow, ID 83844-3160 or through her telephone at 208-885-4285 or email ocri@uidaho.edu. For more information, visit <http://www.uidaho.edu/ocri> (<http://www.uidaho.edu/ocri/>).