



02.230

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

Authority: Chancellor

History: Revised December 22, 2009; Revised and Reformatted July 8, 2005

Source of Authority: 41 CFR 60; N.C. State Personnel Manual, Section 1

Related Link: Equal Employment Opportunity/Affirmative Action Plan: Part One and Part Two

Responsible Offices: Human Resources, Provost, Dean of Students

I. Policy

The University of North Carolina at Wilmington is committed to and will provide equality of educational and employment opportunity for all persons regardless of race, sex (such as gender, marital status, and pregnancy), age, color, national origin (including ethnicity), creed, religion, disability, sexual orientation, political affiliation, veteran status, or relationship to other university constituents -- except where sex, age, or ability represent bona fide educational or occupational qualifications or where marital status is a statutorily established eligibility criterion for State funded employee benefit programs.

II. Implementation

- A. This policy is established in accordance with 41 CFR Part 60 and is implemented in accordance with the following laws and their amendments: Title VII and Title IX of the Civil Rights Act of 1964; Executive Order 11246; the Age Discrimination Act of 1964; the Rehabilitation Act of 1973; the American with Disabilities Act of 1990; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; the Civil Rights Restoration Act of 1988; and NC General Statutes Chapters 116 and 126.
- B. To ensure that equal educational and employment opportunity exists throughout the university, a results-oriented equal opportunity/affirmative action program has been implemented to overcome the effects of past discrimination and to eliminate any artificial barriers to educational or employment opportunities for all qualified individuals that may exist in any of our programs. UNC Wilmington is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously under-utilized human resources.

III. Violations of Policy

- A. Any individual with a concern, grievance or complaint of discrimination or retaliation should utilize the procedures available under the Code of Student Life, the SPA Grievance and Appeal Procedures, the EPA Grievance and Appeal Procedures and

the Faculty Grievance Procedures as appropriate. Harassment concerns and complaints must be filed in accordance with 02.210 Harassment Resolution Procedures. The existence of these internal procedures does not prohibit individuals from also filing claims externally with the U.S. Equal Employment Opportunity Commission or with the Office of Civil Rights, U.S. Department of Education.

- B. No student or employee shall be subject to retaliation for bringing a good faith complaint pertaining to unlawful harassment or discrimination or for protesting such behavior directed against another member of the university community.
- C. Individuals may also contact the university's EEO/AA Officer and ADA Coordinator, Mr. William Fleming, at (910) 962-3160, or the Title IX Coordinator, Dr. Carol Chase Thomas, at (910) 962-3718.