

Employment Law

An organization's employment policies stem from several important federal laws. Below is a brief summary of these regulations.

Equal Employment Opportunity

The University of Alaska (UA) is an equal opportunity employer and educational institution. This means that UAF and UAS must comply with federal and state laws such as the Equal Pay Act, Civil Rights Act of 1964, as amended, Age Discrimination in Employment Act; American with Disabilities Act; and Alaska Statute 18.80.220. These laws and acts are designed to ensure that individuals are treated fairly regardless of their protected status in all aspects of employment.

Unlawful Employment Practices

Any employment action that violates the acts, laws and statutes designed to ensure fair and equitable treatment regardless of the protected status of an individual could be subject to a discrimination complaint at the federal, state or university level.

Affirmative Action

Both UAF's and UAS's objective of equal opportunity will be met by taking affirmative action which involves making intensified, goal oriented efforts to increase the number of women and minorities in positions where their representation has been less than the proportionate to their availability.

Americans With Disabilities Act (ADA)

The American with Disabilities Act (ADA) of 1991, as amended, prohibits employers from discriminating against individuals with disabilities. A disability is defined as a physical or mental impairment that substantially limits one or more of an individual's major life activities. Major life activities include but are not limited to caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, working, and operation of a major bodily function. A "qualified individual" with a disability is a person who meets legitimate skill, experience, education, or other requirements of an employment position, and who can perform the "essential functions" of the position with or without reasonable accommodation. The law covers all aspects of employment from the application process to the working environment. Employers are required to engage in the reasonable accommodation process when notified by an employee or applicant with a disability.

Here are some contacts for additional information on equal employment:

Alaska State Commission for Human Rights

800 A Street, Suite 204
Anchorage, AK 99501-3669
Toll free complaint line: 1-800-478-4692
TTY: 1-800-478-3177

U.S. Small Business Administration

1-800-827-5722; TDD (202) 205-7333
www.sba.gov

UAF Division of Student and Enrollment Services

5th floor Gruening Building
(907) 474-7317

UAS Student Resource Center

Novatney Building
(907) 796-6000

Equal Employment Opportunity Commission

Federal Office Building
909 First Avenue, Suite 400
Seattle, WA 98104-1061

1-800-669-4000 or 1-800-669-EEOC (3362)
www.eeoc.gov

EEO/AA Director

UAF Chancellor's Office
316 Signer's Hall
Fairbanks, AK 99775
(907) 474-6600
fneeb@uaf.edu

UAS Personnel Services

Bill Ray Center, 1108 F Street, Room 208
Juneau, AK 99801
(907) 796-6263