

# Equal Employment Opportunity is THE LAW

	STUDENTS	EMPLOYEES
Who Can Seek Resolution?	Students Applicants, Students and Parents	Employees, Staff, Faculty Employee, Former Employee, Applicants & Contractors
Statutes	Title VI of the Civil Rights Act Title IX Education Amendment Act Executive Order 11246 Rehabilitation Act Age Discrimination Act Americans with Disability Act Vietnam Era Veterans Readjustment Act AK 18.80.220 and 14.40.050	Equal Pay Act Title VI & VII of the Civil Rights Act Age Discrimination in Employment Act Rehabilitation Act Americans with Disabilities Act Pregnancy Discrimination Act Genetic Nondiscrimination Act Executive Order 11246 Vietnam Era Veterans Readjustment Act AK 18.80.220 and 14.40.050
Enforcement	Department of Education State of Alaska Human Rights Commission	Equal Employment Opportunity Commission Department of Education—Department of Labor Office of Federal Contract Compliance Programs State of Alaska Human Rights Commission

## Federal law protects individuals from discrimination on the following bases:

- RACE:** Race discrimination involves treating someone unfavorably because he/she is of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features).
- COLOR:** Color discrimination involves treating someone unfavorably because of skin color complexion.
- NATIONAL ORIGIN:** National origin discrimination involves treating individuals unfavorably because they are from a particular country or part of the world, because of ethnicity or accent, or because they appear to be of a certain ethnic background (even if they are not).
- SEX:** Sex discrimination involves treating someone unfavorably because of that person’s sex.
- RELIGION:** Religious discrimination involves treating a person unfavorably because of his or her religious beliefs. The law protects not only people who belong to traditional, organized religions, such as Buddhism, Christianity, Hinduism, Islam, and Judaism, but also others who have sincerely held religious, ethical or moral beliefs.
- DISABILITY:** Disability discrimination involves treating a person unfavorably because of his or her disability.
- AGE:** Age discrimination involves treating someone less favorably because of his/her age. People who are 40 or older are protected.
- GENETICS:** The law forbids discrimination on the basis of genetic information.
- RETALIATION:** All of the civil rights laws make it illegal to fire, demote, harass, or otherwise “retaliate” against an individual because he/she filed a charge of discrimination, because he/she complained to their employer or other entity about discrimination, or
- VETERANS:** The Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a US military operation for which an Armed Forces service medal was awarded).

Individuals who believe they have suffered discrimination may file a complaint with organizations external to UAF. For employment discrimination you may contact the **Alaska State Human Rights Commission** or the **Equal Employment Opportunity Commission** within 180 calendar days of the alleged discriminatory act. For discrimination in regard to an educational opportunity, you may file a complaint with the **U.S. Department of Education** within 180 calendar days of the alleged discriminatory act. Complete contact information is available at the Diversity & Equal Opportunity website.

## Where to Seek Help or File a Complaint of Discrimination:

**UAF Department of Equity and Compliance**  
 PO Box 756910  
 Fairbanks, Alaska 99775-6910  
 Telephone: 907-474-7300  
 Email: [uaf-deo@alaska.edu](mailto:uaf-deo@alaska.edu)

