

## Quick Tab 7 - Equal Opportunity

UA Board of Regents policy holds all university employees responsible for maintaining a positive working and learning environment, and therefore states that supervisors and faculty must respond promptly to complaints of discrimination. Employees should feel free to discuss any problems or questions they have concerning discrimination without fear of intimidation. It's up to all of us to make UAF a great place to live, work and learn.

Discrimination occurs when you are treated differently or harassed based on one of the following protected categories:

- race
- color
- national origin
- sex
- religion
- disability
- age
- genetics
- retaliation (e.g., for opposing discrimination, filing or participating in a complaint)
- sexual orientation

**Discussion point:** Are there things we can do to foster an environment that's welcoming to all?

### Background on the policy

The policy is not intended to limit or abridge any person's constitutional right to freedom of expression or to infringe upon the legitimate academic freedom or right of due process of any member of the university community. Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions even though they may be offensive to some. However, ideas and opinions must be expressed in a manner that does not create an intimidating, hostile, or offensive working or learning environment, or that interferes with an individual's performance. The university upholds and adheres to principles of academic freedom and the laws prohibiting discrimination in employment and education.

Individuals who believe they've been subjected to discrimination are encouraged to bring this behavior or action to the attention of an employee or faculty member who is in a position to assist in addressing the concern. The affirmative action, human resources or student affairs officer, or appropriate designee, will mediate disputes, receive complaints, obtain process information, or discuss resolution options regarding discrimination complaints.

It's important to note that the university cannot guarantee confidentiality in connection with complaints alleging discrimination; however, all university employees and students are expected to make a reasonable effort to protect the legitimate privacy interests of involved persons consistent with their obligation to inform the accused.

University employees and students should cooperative fully with efforts to resolve complaints brought to their attention. Contact the Office of Diversity and Equal Opportunity at 474-6600 to report a violation.

[www.uaf.edu/oeo/](http://www.uaf.edu/oeo/)