Affirmation of VCU’s Equal Opportunity Policy

Policy Type: Administrative
Responsible Office: Office for Institutional Equity
Initial Policy Approved: 03/26/2009
Current Revision Approved: 11/15/2013

Policy Statement and Purpose

Virginia Commonwealth University is a comprehensive, public university whose mission is to provide a fertile, stimulating environment for teaching, learning, research, comprehensive medical care and service; to promote the pursuit of knowledge; and, to disseminate professional skills. Virginia Commonwealth University will maintain a strong commitment to outstanding achievement, educational excellence and high principle. Activities of the university are designed to promote the continuing policy of providing equal opportunity for employment and educational access to all programs and services without regard to race, color, religion, national origin, age, gender, political affiliation, veterans’ status, genetic information, sexual orientation or disability.

Noncompliance with this policy may result in disciplinary action up to and including termination. VCU supports and environment free from retaliation. Retaliation against any employee who brings forth a good faith concern, asks a clarifying question, or participates in an investigation is prohibited.

Table of Contents

Who Should Know This Policy ............................................................. 2
Definitions ....................................................................................... 2
Contacts .......................................................................................... 2
Procedures ....................................................................................... 2
Forms .............................................................................................. 2
Related Documents .......................................................................... 2
Revision History ................................................................................ 3
FAQs ............................................................................................... 3

Who Should Know This Policy
All Faculty, Staff, and Students are responsible for knowing this policy and familiarizing themselves with its contents and provisions.

Definitions

Discrimination- is the practice of unfairly treating a person or group of people differently from other people or groups of people.

Equal opportunity-policies and practices in employment and other areas that do not discriminate against person on the basis of race, color, religion, sex, age, disability, etc.

Retaliation-an adverse employment action, or credible threat of an adverse employment action, taken against an employee who has reported actual or suspected misconduct, participated in an inquiry or investigation, or raised a concern. Disciplinary action taken as a result of misconduct is not considered retaliation.

Types of adverse action include, but are not limited to: dismissal from employment; demotion; unfounded negative job references; loss of salary or benefits; transfer or reassignment; denial of promotion that otherwise would have been received; and/or unwarranted written notices.

Contacts

The Office for Institutional Equity officially interprets this policy. The Office for Institutional Equity is responsible for obtaining approval for any revisions as required by the policy Creating and Maintaining Policies and Procedures through the appropriate governance structures. Please direct policy questions to the Director of the Office for Institutional Equity.

The plans, policies, procedures, and activities of Virginia Commonwealth University will be monitored through the Office of the Vice President for Inclusive Excellence for full compliance with its commitments to equal opportunity. Further information may be obtained by contacting the Director for Office for Institutional Equity, 817 S. Cathedral Place. P.O. Box 3022, Richmond, VA 23284-3022
Telephone: (804) 828-1347; TTY: (804) 828-1420.

Procedures

Procedures are mandatory actions to establish required actions and processes to comply with a policy, support compliance with applicable laws and regulations, and mitigate risk. It shall be the policy of this institution to provide employment, educational programs, health care services, research opportunities and other services provided to the public in a manner that will insure that the university’s commitments to non-discrimination are implemented. Access to all services is based on sound principles of nondiscrimination as expressed in the affirmative action plans and procedures.

Forms

There are no forms associated with this policy and procedures.

Related Documents
In addition to the commitments to equal opportunity and affirmative action set forth under its affirmative action programs, Virginia Commonwealth University is committed to a policy of nondiscrimination under the following laws and regulations:

1. Age Discrimination in Employment Act of 1967, as amended
3. Board of Rights for Virginians with Disabilities (Section 51.5-40, Code of Virginia)
4. Equal Pay Act of 1963, as amended
5. Executive Order Number Six (Gov. Robert F. McDonnell)
7. Lilly Ledbetter Fair Pay Act of 2009
9. Sections 503 and 504 of the Rehabilitation Act of 1973
10. Titles VI and VII of the Civil Rights Act of 1964, as amended
11. Title IX of the Education Amendments of 1972
12. Virginia Fair Employment Contracting Act of 1975 (Section 2.1-374 through 2.1-376, Code of Virginia)

Revision History

This policy supersedes the following archived policies:

Approval/Revision Date: 11/15/2013
Affirmation of VCU’s Equal Opportunity Policy Initial: 03/26/2009

FAQs

There are no FAQs associated with this policy and procedures.