

Memo to: All UH-Downtown/PS Holders  
From: Juan Sánchez Muñoz, President  
Subject: Equal Opportunity Policy

UH-Downtown/PS 02.A.21  
Issue No. 6  
Effective date: 06/14/19  
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## 1. PURPOSE

The University of Houston-Downtown recognizes the importance of and adheres to the practice of providing equal opportunity in all areas of education and employment in compliance with state and federal laws. This policy statement has been developed to ensure recognition and implementation of this philosophy.

## 2. DEFINITIONS

There are no definitions associated with this policy.

## 3. POLICY

- 3.1 The University of Houston-Downtown (UHD) is committed to equality of opportunity in all areas of education and employment, and its goal is to achieve a diverse community.
- 3.2 UHD is committed to the concept of equal opportunity as an element of its admissions and employment processes based on educational/job-related factors and not on extraneous factors such as age, race, color, disability, religion, national origin, veteran's status, genetic information, sexual orientation, gender identity, gender expression or sex (including pregnancy), except where such a distinction is required by law.
- 3.3 UHD does not practice or condone discrimination, in any form, against any individual in any of these protected classifications, including employees, applicants, or students with respect to admission, educational activities, recruitment, appointment, benefits, training, promotion, retention, discipline, termination, or any other aspects of the terms, conditions and/or privileges of employment and/or enrollment. Additionally, UHD prohibits discrimination in all aspects of employment or education on the basis of sexual orientation, gender identity or gender expression. All personnel actions include a review for EEO compliance.
- 3.4 UHD supports the protections available to members of its community under all applicable state and federal laws including the [Texas Commission on Human Rights Act of 1983](#), [Title VI](#) and [VII of the Civil Rights Act of 1964](#), as amended, [Title IX of the Education Amendments of 1972](#), the [Equal Pay Act of 1963](#) and [Age Discrimination Act in Employment Act of 1967](#), the [Rehabilitation Act of 1973](#) and the [Americans with Disabilities Act Amendments Act of 2008](#), the [Pregnancy Discrimination Act](#) and [Executive Order No. 11246, As Amended](#).

## 4. PROCEDURES

- 4.1 All new benefits-eligible staff employees are required to attend orientation, including employment discrimination and sexual harassment training within thirty (30) days after the date of hire.
- 4.2 All employees are required to complete the supplemental employment discrimination and sexual harassment training annually.
- 4.3 The provisions of this policy prohibit retaliation against a person who opposes a discriminatory practice; files a charge; or testifies, assists, or participates in an investigative proceeding or hearing. This is a general prohibition and separate and distinct from retaliation based on a sexual harassment complaint.

## 5. EXHIBITS

There are no exhibits associated with this policy.

## 6. REVIEW PROCESS

Responsible Party (Reviewer): Vice President for Employment Services and Operations

Review: Every three years on or before September 1<sup>st</sup>.

Signed original on file in Employment Services and Operations

## 7. POLICY HISTORY

Issue #1: 08/15/03

Issue #2: 10/01/04

Issue #3: 10/15/07

Issue #4: 11/05/10

Issue #5: 07/09/15 – Reaffirmed as Issue #6

## 8. REFERENCES

[SAM 01.D.05, Equal Employment Opportunity](#)  
[Texas Commission on Human Rights Act of 1983](#)  
[Title VI and VII of the Civil Rights Act of 1964](#)  
[Title IX of the Education Amendments of 1972](#)  
[Equal Pay Act of 1963](#)  
[Age Discrimination Act in Employment Act of 1967](#)  
[Rehabilitation Act of 1973](#)  
[Americans with Disabilities Act Amendments Act of 2008](#)  
[Pregnancy Discrimination Act](#)

[Executive Order No. 11246, As Amended](#)