

Chancellor's Equal Opportunity Policy Statement

University of Colorado Denver is committed to ensuring equal opportunity in employment. This longstanding campus policy is one of the foundations for ensuring an environment in which diversity is a fundamental value. A diverse campus community is critical to the University's Vision 2010 that has been adopted for our university as it prepares for the future.

As a contractor of federally funded contracts, University of Colorado Denver will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. University of Colorado Denver will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

University of Colorado Denver will: recruit, hire, train and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to an individual's disability or status as a special disabled veteran, Vietnam era veteran, or other protected veteran; and ensure that all employment decisions are based only on valid job requirements. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

- Filing a complaint;
- Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended (Section 503); the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA); or any other Federal, State or local law requiring equal opportunity for individuals with disabilities, special disabled veterans, veterans of the Vietnam era, or other protected veterans.
- Opposing any act or practice made unlawful by Section 503, VEVRAA, or their implementing regulations in Title 41, Part 60 of the Code of Federal Regulations, or any other Federal, state or local law requiring equal opportunity for individuals with disabilities, special disabled veterans, veterans of the Vietnam era, or other protected veterans; or
- Exercising any other right protected by Section 503, VEVRAA, or their implementing regulations in Title 41, Part 60 of the Code of Federal Regulations.

University of Colorado Denver shall have an audit and reporting system that will conform to the requirements of Title 41, Part 60, Sections 60-250.44(h) and 60-741.44(h) of the Code of Federal Regulations. The audit and reporting system is set forth in the University's Affirmative Action Program for Special Disabled Veterans, Veterans of the Vietnam Era, Other Protected Veterans, and Individuals with Disabilities. The program is part of the University of Colorado Denver's Affirmative Action Plan (AAP) and is available for review Monday – Friday from 8 a.m. to 5 p.m. in the Office of Diversity at the Anschutz campus, and the Human Resources Office at the downtown Denver campus.

University of Colorado Denver also has Guidelines for Reporting and Investigating Complaints of Discrimination that provide prompt and equitable resolution of complaints alleging any action that would be prohibited by Title 41, Part 60 or Title 28, Part 35 of the Code of Federal Regulations which prohibit discrimination on the basis of disability or status as a special disabled veteran, veteran of the Vietnam Era, or other protected veteran. The complaint procedure is part of the University of Colorado Denver's AAP and is available for review at the times and locations stated above.

The responsibility for investigating complaints and for implementing, monitoring and reporting on University of Colorado Denver's efforts in equal employment opportunity and diversity has been assigned to Kevin Jacobs, Assistant Vice Chancellor for Human Resources. Mr. Jacobs' office is located at the downtown Denver location, 1380 Lawrence Street, Suite 1050. His telephone number is (303) 315-2700.

Date: July 1, 2005

M. Roy Wilson, M.D., M.S.
Chancellor
University of Colorado Denver