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Responsible University Administrator:

Associate Vice Chancellor for Diversity, Equity, Access & Inclusion

Responsible University Office:

Office of Diversity, Equity, Access & Inclusion

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Affirmative Action/Equal Opportunity Statement

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Scope

The University of Nebraska at Omaha (UNO) declares and affirms a policy of equal education and employment opportunities, affirmative action in employment, and nondiscrimination in providing services to the public.

Therefore, UNO shall not discriminate based upon:

- Age
- Race
- Ethnicity
- Color
- National origin
- Gender-identity
- Sex
- Pregnancy
- Disability
- Sexual orientation
- Genetic information
- Veteran's status
- Marital status
- Religion
- Political affiliation

In keeping with this commitment, the university also will not tolerate discrimination prohibited under this policy against students, faculty, staff, and visitors by anyone acting on behalf of UNO.

Policy Statement

Statement of Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex constitute sexual harassment when

- (1) submission to the conduct is an explicit or implicit term or condition of employment or academic standing,
- (2) submission to or rejection of the conduct is used as the basis for an employment or academic decision, or
- (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working/academic environment.

This statement is in keeping with federal employment and education opportunity guidelines.

Statement of Consensual Relationships

Although UNO does not prohibit romantic or sexual relationships between employees, it does discourage such consensual relationships between faculty and student or supervisor and employee. All faculty members, supervisors, and other employees should understand that there are substantial risks in even an apparently consensual relationship where a power differential exists. That is, one of the parties is likely to have influence over the other's assignments, grades, or terms of employment. The inherent power differential between the parties may compromise freedom of choice. UNO reaffirms the generally accepted ethical principle that situations in which one makes office evaluations of "intimates" should be avoided. If a close relationship with emotional ties develops, the faculty member or supervisor bears a special burden of accountability. That individual is advised to make suitable arrangements for the objective evaluation, for example, of the student, employee, or the prospective student or employee.

Affirmative Action in Employment

UNO has adopted a policy of affirmative action which;

1. Determines the extent to which under-represented groups are under-used in major categories;
2. Develops goals for the future representation of individuals from traditionally underrepresented groups, as a result of the affirmative action plan;
3. Identifies and eliminates employment practices that adversely affect those protected by applicable law except where those practices are necessarily related to occupational qualification;
4. Adopts employment standards based on merit and valid job qualifications;
5. Develops a representative pool of employees;
6. Establishes systems to assure effective implementation of the Affirmative Action Plan.

Reason for Policy

UNO is committed to maintaining an environment for all students, faculty, staff, and visitors that is fair and responsible, an environment that is based on one's ability and performance.

Procedures

Procedures for Resolution of Complaints

UNO's policy on prohibited discrimination and procedures for resolution of complaints is available in any one of a number of campus offices:

- Human Resources
- Office of Equity, Access & Diversity
- Student Success

UNO recognizes that the selection of instructional materials or teaching techniques involves highly creative, inventive and possibly unique approaches to communication, within the context of academic freedom. As a general rule, academic freedom in this context means that a faculty member has a professional obligation to respect the dignity of others, as well as the right of others to be free from fear, violence, or personal abuse. All UNO employees and students are responsible for helping to assure that the university avoids discrimination prohibited under its policy statement.

If anyone thinks they have experienced or witnessed such prohibited discrimination, they should immediately notify the Associate Vice Chancellor for Diversity, Equity, Access and Inclusion. UNO forbids retaliation against anyone who in good faith has reported prohibited discrimination. However, accusations of prohibited discrimination are of the utmost seriousness and should never be made casually and without cause. This policy shall not be used to bring frivolous or malicious charges against administrators, faculty, staff, students, or visitors.

UNO's policy is to investigate all such complaints thoroughly and promptly. To the fullest extent practicable, UNO will keep complaints and the terms of their resolution confidential. If an investigation confirms that prohibited discrimination has occurred, the university will take corrective action, including such discipline up to and including termination of employment or academic suspension as is appropriate.

History

This policy was developed and approved prior to the implementation of the campus policy development and approval process approved by the Chancellor's Cabinet in October 2015.

Minor policy revisions on February 19, 2020 to update the offices identified in the 'Procedures for Resolution of Complaints'.

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

