

I. Overview

The University of Arkansas Community College at Batesville (UACCB) prohibits discrimination against and harassment of its students, faculty, and staff, or any applicant for employment. It is the policy of UACCB to provide an educational and work environment in which thought, creativity, and growth are stimulated, and in which individuals are free to realize their full potential through equal opportunity. The university should be a place of work and study for students, faculty, and staff that is free of all forms of discrimination, sexual intimidation and exploitation. Therefore, UACCB is committed to providing equal opportunity for all students and applicants for admission and for all employees and applicants for employment regardless of race, age, gender, sex (including pregnancy), religion, national origin, marital or parental status, disability, veteran status, sexual orientation, gender identity or any other characteristic protected under applicable federal or state law. In addition, discrimination in employment on the basis of genetic information is prohibited.

II. Practice

This policy will be followed in all employment and academic decisions, including, but not limited to recruiting, hiring, determination of pay, promotions, University-sponsored training programs, transfers, layoffs, returns from layoff, demotions, terminations, social and recreational programs, use of University facilities, fringe benefits, and treatment as individuals. It is to be implemented throughout the campus and is the responsibility of all departments and all personnel, supervisory and non-supervisory.

It is the responsibility of UACCB's Office of Human Resources to investigate and resolve all allegations of discrimination on the basis of race, age, gender, national origin, religion, disability, veteran status, marital or parental status, genetic information, gender identity and sexual orientation. For more information or to report allegations of discrimination, contact: Office of Human Resources Phone: 870-612-2165.

University policy and federal law prohibits any form of retaliation against persons who make a complaint of discrimination and/or harassment, or who participates in an investigation of alleged discrimination and/or harassment. Retaliation against an individual who complains of discrimination and/or harassment, or who participates in an investigation relating to such allegations, is, in itself, a violation of University policy and the law, and is a serious and separate offense.

The Office of Human Resources is also responsible for planning and implementing the UACCB affirmative action plan and monitoring affirmative action-related decisions and activities in accordance with state and federal law. In the vocabulary of equal employment opportunity, affirmative action signifies a positive, continuing, result-oriented program developed by an employer to assure meaningful employment opportunities to all segments of the community and more specifically to minority group members, women, and others who have been discriminated against in the past. It contrasts with simple non-discrimination which implies a more passive observance of equal opportunity.

The concept of affirmative action assumes that discrimination in employment is likely to be a structural problem built into policies and practices which on the surface do not appear to be discriminatory, but which in fact have created barriers to employment and promotion for women and minority groups. UACCB's Affirmative Action Plan sets forth specific result-oriented procedures to which the University commits itself in order to overcome such institutional barriers to equal employment opportunity. It also establishes an organizational structure for developing future goals and procedures and for assuring that all efforts are made to meet these goals on an on-going basis.

III. Clarifying Points

The University commits itself to a policy of equal employment opportunity and to a program of affirmative action not solely because of legal requirements, but because it believes that such practices are basic to human dignity. Further information about the University's affirmative action programs and about state and federal laws prohibiting discrimination is available in the Office of Human Resources.

Adopted: August 21, 2014