



Institutional Handbook of Operating Procedures (IHOP)

Section:	6 – Human Resources and Employment Related		First Release Date: 12/01/2005	
Policy Name:	06.04.20 Non-Discrimination			
Revision Author:	Associate VP Human Resources		Reviewed Date: 10/27/2011	<input type="checkbox"/> Without Changes <input checked="" type="checkbox"/> With Changes
Original Author:	Associate VP Human Resources			
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Executive Cabinet	11/28/2011			
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Associate VP Human Resources	10/27/2011		Next Review Date: 11/28/2013	

Scope:	This policy applies to all UTHSCT staff.
Purpose:	To define UTHSCT's policy on providing equal opportunities in all employment-related activities; non-discrimination under any Health Science Center sponsored program or activity; and maintaining a workplace free of harassment and intimidation.

POLICY:

As an Equal Opportunity Employer, The University of Texas Health Science Center at Tyler will, in accordance with State and Federal law and regulations, provide equal opportunity in all employment related activities without regard to race, color, religion, national origin, sex, age, disability, sexual preference, or status as a disabled veteran or a veteran of the Vietnam Era.

Further, no person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity sponsored by the Health Science Center on any basis of race, color, national origin, religion, sex, age, veteran status or disability.

Non-discrimination also includes laws and regulations resulting from the Genetic Information Non-Discrimination Act of 2008 (GINA), which prohibits discrimination with respect to hiring, promotion and demotion, seniority, discipline, termination, compensation and other terms, conditions and privileges of employment. The Act also prohibits policies and practices that limit, segregate or classify employees because of genetic information. More information on GINA, including exceptions, can be found at www.eeoc.gov.

It is a policy of the Health Science Center to maintain a work place free of sexual harassment and intimidation. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual; or such conduct has the purpose or effect of substantially interfering with an individual's professional performance or creating an intimidating, hostile or offensive employment environment.

All new employees will receive training related to the Health Science Center's non-discrimination policies including sexual harassment. Training must be completed within the first (30) thirty days of employment.

Employee inquiries, complaints or grievances under these policies may be directed to their immediate supervisor or manager, or the Office of Human Resources. Employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Acts covering these individuals.



References:

Title VII of the Civil Right Act of 1964

Texas Labor Code, Chapter 21

GINA 29 CFR, Part 1635 (www.eeoc.gov)

[Americans with Disabilities Act Amendment Act of 2008](#)