

CURRENT LANGUAGE with TRACK CHANGES for PROPOSED CHANGES

P04.02.012. Equal Employment Opportunity Program.

The program of equal employment opportunity consists of two parts: nondiscrimination and a program of affirmative action.

A. Nondiscrimination

1. In accordance with federal and state laws and regulations, the university will not engage in impermissible discrimination. In accordance with federal and state law and regulation, the university makes its programs and activities available without discrimination on the basis of race, religion, color, national origin, citizenship, age, sex, **physical or mental disability, status as a protected veteran**~~status~~, marital status, changes in marital status, pregnancy, **childbirth or related medical conditions**, parenthood, **sexual orientation, political affiliation or belief, or genetic information**. Among the federal and state laws and regulations prohibiting discrimination in employment that pertain to the university as of ~~June 2007~~ **September 2014** are:

Equal Pay Act

Title VI and Title VII of the Civil Rights Act of 1964

Executive Order 11246

Age Discrimination in Employment Act

Title IX of the Education Amendments of 1972

Section 504 of the Rehabilitation Act of 1973

Vietnam Era Veterans' Readjustment Assistance Act of 1974

Pregnancy Discrimination Act of 1978

Immigration Reform & Control Act of 1986

Civil Rights Restoration Act of 1987

Americans with Disabilities Act of 1990 **as amended**

Age Discrimination Act of 1975

Genetic Information Non-Discrimination Act of 2008

Alaska Statute 14.40.050 and 18.80.220.

2. Individual merit will be considered by the university. University hiring decisions will be based on the individual's qualifications, demonstrated abilities, and performance, as appropriate.

B. Affirmative Action

The university seeks to hire, train and promote individuals based on qualifications and demonstrated ability to perform the job. In its commitment to affirmative action, the university is committed to recruit and retain women and minorities in positions of employment where they have been traditionally under-represented. The concept of affirmative action requires that practices that adversely impact protected classes should be eliminated unless the university can demonstrate a legally permissible basis. To accomplish the goals of its affirmative action program, the university encourages employment applications from and makes special efforts to recruit protected classes.

PROPOSED FINAL LANGUAGE

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