**EQUAL OPPORTUNITY/AFFIRMATIVE ACTION A005**

07/23/2013

**PURPOSE**

To provide guidelines and procedures regarding non-discrimination, anti-harassment and equal opportunity in employment and educational programs and activities at the University.

**POLICY**

The University of Miami is committed to the principle of fairness and respect for all and seeks to prohibit discrimination and promote affirmative action in its educational and employment policies and practices. These policies are implemented in compliance with applicable federal, state and local non-discrimination and affirmative action laws and regulations.


*It is the policy of the University of Miami that no person within the jurisdiction thereof shall, on the basis of race, religion, color, sex, age, disability, sexual orientation, gender identity or expression, veteran status, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination or harassment (including all forms of sexual harassment and sexual violence) under any program or activity of the University, regardless of whether such program or activity occurs on-campus or off-campus.*

The University does not intend by this commitment to require compliance with this policy by governmental or external organizations that associate with but are not controlled by the University, or to extend insurance or similar benefits beyond those now provided by other policies of the University, except as required by law.

The Equality Administration Office responsibilities include, but are not limited to, coordinating into an effective, organized process, the University's commitment to equal opportunity through applicable federal laws and regulations; developing the affirmative action plan; monitoring those policies and practices affecting employment which are covered by government guidelines; and reviewing all complaints alleging discrimination. The denial of equal access to any program or activity or the unlawful consideration of any applicant, student or employee on the basis of race, color, sex, age, disability, veteran status, religion, national origin or sexual orientation, for any employment or academic opportunity, term or conditions of employment/education, may constitute a violation of the University's policy and will be subject to appropriate review by the Equality Administration Office.

Any employee who has a question or complaint under these policies is encouraged to discuss the matter with their immediate supervisor.
Additionally, the Equality Administration Office may be contacted at the following respective address and telephone number:

Equality Administration
Dominion Tower, Suite 305
Medical Campus (M845)
1400 NW 10 Street
Miami, Florida 33136
(305) 243-7203

Equality Administration
Gables One Tower, Suite 100R
Coral Gables Campus
1320 South Dixie Highway
Coral Gables, Florida 33146-2903
Phone: (305) 284-3064

An individual who has been unable to resolve a problem through the established University procedures, or who otherwise chooses to do so, may contact a government compliance agency. The primary federal or county offices which may be contacted are the following:

U.S. Equal Employment Opportunity Commission, Miami, Florida

OR

Office for Civil Rights, Atlanta, Georgia

OR

Miami-Dade County Equal Opportunity Board

OR

Office of Federal Contract Compliance Programs, Miami, Florida

OR

Florida Human Rights Commission, Tallahassee, Florida

For addresses and telephone numbers of the above listed agencies contact the Equality Administration Office. All communications or requests for information from governmental agencies relating to affirmative action issues must be referred to the Equality Administration Office.