



POLICY MANUAL

HUMAN RESOURCES AND LABOR RELATIONS

Section 401 General Equal Opportunity

Effective: 11/18/71

Last Revised: 11/16/98

Responsible Office: Human Resources

Policy Statement:

In complying with the letter and spirit of applicable laws and pursuing its own goals of diversity, the University of Maine System shall not discriminate on the grounds of race, color, religion, sex, sexual orientation, national origin, citizenship status, age, disability, or veterans status in employment, education, and all other areas of the University System. The University provides reasonable accommodations to qualified individuals with disabilities upon request.

The University will regard freedom from discrimination and discriminatory harassment as an individual employee and student right which will be safeguarded as a matter of policy. Any employee or student will be subject to disciplinary action for violation of this policy. Retaliation against anyone who makes a complaint of discrimination or harassment or who is involved in a complaint process will not be tolerated.

Procedures:

Affirmative action plans for the various institutions and organizational units of the University System must be approved by the Chancellor prior to submission of such plans to the federal government. A copy of the current institutional plan shall be on file in the Office of Human Resources.

Related Documents:

[Procedure for Accommodating Individuals with Disabilities](#)
[Equal Opportunity Complaint Procedure](#)

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