



University
of Idaho

Policy of Nondiscrimination

The University of Idaho has a policy of nondiscrimination on the basis of race, color, religion (creed), national origin (ancestry), sex, age, sexual orientation, gender identity/expression, pregnancy, disability, marital status, genetic information, or status as any protected veteran or military status. This policy applies to all programs, services, and facilities, and includes, but is not limited to, applications, admissions, access to programs and services, and employment and advancement.

Such discrimination is prohibited by titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 and requires affirmative action to employ and advance in employment disabled veterans, the Age Discrimination Act of 1975, the Pregnancy Act of 1978, the Age Discrimination in Employment Act Amendments of 1978, the Americans with Disabilities Act of 1990, the Americans with Disabilities Amendments Act of 2008, the Civil Rights Act of 1991, the Rehabilitation Act Reauthorization of 1992, the Genetic Information Nondiscrimination Act of 2008, and other state and federal laws and regulations and university commitments.

Sexual harassment violates state and federal law and policies of the Board of Regents, and is expressly prohibited, see [FSH 3200](#). The University of Idaho also prohibits discrimination on the basis of sexual orientation and gender identity/expression, see [FSH 3215](#). The entire *Faculty Staff Handbook* can be accessed online at <http://www.webpages.uidaho.edu/fsh/>.

Questions or concerns about the content and application of these laws, regulations or University policy may be directed to the Director of the Office of Civil Rights & Investigations (208-885-4285); Director for the Center of Disability Access and Resources (208-885-6307); Idaho Commission on Human Rights (208-334-2873) ; Regional Office for Civil Rights, U.S. Department of Education in Seattle (206- 607-1600); Equal Employment Opportunity Commission, Seattle District Office (206-220-6883); or Seattle Regional Office of Federal Contract Compliance Programs, U.S. Department of Labor (206-398-8000).

University of Idaho employees have a responsibility to report cases of discrimination and harassment, see [FSH 3170](#). Retaliation for bringing forward a complaint is prohibited, see [FSH 3810](#). All complaints will be investigated impartially and resolved promptly. Complaints about discrimination or harassment should be brought to the attention of the Director of the Office of Civil Rights & Investigations, Erin Agidius (Title IX and 504/ADA Coordinator): 530 S. Asbury St., Ste. 5, Moscow, ID 83843, 208-885-4285, ocri@uidaho.edu or www.uidaho.edu/ocri.

C. Scott Green
President

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