

**University of Tennessee Equality Employment Opportunity and Affirmative Action**

The University of Tennessee System Policy on Equal Employment Opportunity and Affirmative Action, HR0220, reads as follows:

1. It is the policy of the University of Tennessee not to discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, disability, age or being a disabled veteran or veteran of the Vietnam Era. This policy extends to recruitment, employment, promotion, demotion, transfer, layoff, termination, compensation, training, benefits and all other terms and conditions of employment.
2. Employment opportunities will not be distinguished on the basis of sex unless sex is a bona fide occupational qualification. Employment opportunities will not be distinguished on the basis of age except where age is reasonably taken into account as a factor necessary to the normal operation or the achievement of any statutory objective of a program or activity administered by the University.
3. The University will take affirmative action to recruit, employ, and to advance in employment minorities, women, disabled veterans and veterans of the Vietnam Era. Reasonable accommodations will be made for otherwise qualified disabled veterans and persons with disabilities in accordance with Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.
4. The University prohibits any retaliatory action against an employee for opposing a practice that he or she believes to be discriminatory, including the filing of an internal complaint or grievance or charge with a state or federal civil rights enforcement agency.
5. Each unit will promulgate an Affirmative Action plan for the implementation of the above commitment. Also, each unit will provide a complaint procedure for equal employment opportunity and discrimination complaints. Affirmative Action plans will be publicized and made available to employees.
6. The University of Tennessee is committed to the principle that decisions concerning employment, admission, and performance should be based on an individual's qualifications and performance and not on characteristics unrelated to job or academic requirements. Therefore, the University and its employees shall not discriminate against or harass any employee or student on the basis of sexual orientation such as heterosexuality, homosexuality, or bi-sexuality; marital status; parental status; or similar characteristics regardless of whether those characteristics enjoy a protected status under state or federal law. An employee who has a complaint about discrimination or harassment prohibited by this policy should follow the internal complaint procedure required in item 5 above of this policy. Section 6 shall not be construed to:
  - 1) confer eligibility for employment benefits for which an employee is not otherwise eligible under state law, policy, or practice;
  - 2) infringe upon the free exchange of ideas essential to the academic environment;
  - 3) limit the freedom of religious association;

- 4) establish a duty to engage in affirmative action measures for characteristics not subject to affirmative action under state or federal law;
- 5) require the compliance of external entities or individuals or compliance of University programs governed by external government agencies in which non-discrimination does not include certain personal characteristics (e.g., ROTC); or
- 6) create any cause of action not currently provided by state or federal law.

It is likewise the policy of The University of Tennessee Health Science Center not to discriminate against any employee or applicant for employment because of race, religion, sex, color, age, national origin, disability or veteran status. The UT Health Science Center, its UT College of Medicine Memphis and its other campuses, including the UT College of Medicine Chattanooga, will take affirmative action to recruit, to employ, and to advance in employment females, minorities, Vietnam Era veterans, disabled veterans and other persons with disabilities. The University views this policy as a statement of institutional commitment, not merely as a means of complying with orders, laws and regulations to which it is subject. The University of Tennessee Health Science Center discrimination complaint procedure is maintained by the Office of Diversity and Equity. A copy of the procedure may be obtained from this office at 920 Madison Avenue, Suite 420; 901-448-2112.

The official University of Tennessee Non-Discrimination Statement EEO/AA statement reads as follows:

All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.

Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations.

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University.

Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 920 Madison Avenue, Suite 825, Memphis, Tennessee 38163, telephone 901.448.7382 (V/TTY available). Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.

Reviewed and Approved by the GMEC 5/16/2017. Administrative edits 5/6/2019.