

**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.

PROPOSED FINAL LANGUAGE

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