

 <p>Category: Human Resources</p> <p>Policy applicable for: Faculty/Staff</p>	<p><i>Policy Title:</i> Non-Discrimination</p> <p>Reviewed Date: 08/01/24 (minor revision) 01/06/202 (minor revision) 03/01/2017</p>	<p><i>Policy Number:</i> 11.01</p> <p>Policy Owner: VP for Equity, Inclusion & Community Impact</p> <p>Responsible Office(s): Office of Equal Opportunity Human Resources Office of the Provost</p>
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Scope

This policy applies to all faculty and staff (collectively, “employees”).

Background

The University of Cincinnati (the “University”) is committed to ensuring equal opportunity for all employees and qualified applicants, and providing an environment free from discrimination in accordance with applicable law.

Policy

1. Discrimination on the basis of age, ancestry, color, disability, gender identity and/or expression, genetic information, military status (including veteran status), national origin, parental status (including status as a foster parent and status as a nursing mother), pregnancy, race, religion, sex, sexual orientation, or any other status protected by law (collectively, “protected class”) is prohibited.
2. The University will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their protected class. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

Procedure

1. Concerns related to discrimination should be reported to the Office of Equal Opportunity (“OEO”).
2. The OEO shall investigate and resolve reports according to OEO’s practices and procedures. Applicable collective bargaining agreement provisions may apply for represented employees.

Related links:

[Office of Equal Opportunity](#)
[UC Home](#)

Phone Contacts: Office of Equal Opportunity (513) 556-3349

University of Cincinnati
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