

# UNIVERSITY *of* HOUSTON

## President's Statement of EEO Policy



Each year the University of Houston reaffirms its commitment to nondiscrimination and affirmative action in employment. The University is committed to create a work environment free from discrimination for all persons regardless of their race, color, religion, age, national origin, sex, disability, veteran's status, sexual orientation, or from retaliation for having participated in a constitutionally and/or statutorily protected activity. This vision is a fundamental part of the University's guiding philosophies and policies. In this regard, the University shall not discriminate against any person with respect to any personnel action on these bases. Such personnel actions include but are not limited to compensation, recruitment, selection, promotion, terminations, and educational opportunities.

The University of Houston is committed to prevent prohibited discrimination in its own policies and practices that may unfairly limit the employment prospects of qualified individuals. Harassment based on sex, race, religion, color, age, national origin, disability, veterans status, and sexual orientation will not be tolerated.

The University assumes a positive stance in its commitment to develop a workforce that reflects the relevant labor market. The University's Affirmative Action Program is an important tool in achieving that goal. It identifies areas in which the University's workforce may be insufficiently diverse with respect to the available pool of talent and establishes goals and provides an impetus for a program that will address those imbalances.

I call upon each member of the University community to make decisions based on the principles of mutual respect and civility, and to ensure that all equal employment opportunity and affirmative action principles and obligations are met, as set forth in Executive Order 11246, and Titles VI and VII of the Civil Rights Act of 1964. It is through these objectives that we build on each other's diverse values, styles and experiences, and thereby continue to grow and prosper.

It is up to each of us as individuals to uphold these principles as a core objective during our time at the University, so as to ensure that we are not only in compliance with the law, but that we accord respect to all of our faculty and staff members and to our students.

The Office of Affirmative Action/Equal Employment Opportunity is charged with administering the Affirmative Action Program and with educating the campus community on all matters relating to equal opportunity and affirmative action. That Office has also established procedures to investigate and resolve complaints concerning prohibited discrimination. Questions regarding our policies, procedures or this Program may be addressed to Abel Garza, Executive Director, Office of Affirmative Action/Equal Employment Opportunity.

Jay Gogue  
Chancellor, UH System  
President, University of Houston