

## **Rice University Policy No. 815**

### **EQUAL OPPORTUNITY/NON-DISCRIMINATION/AFFIRMATIVE ACTION POLICY**

#### **I. General Policy**

Rice University is committed to the principle of equal opportunity in education and employment, and it is the policy of the University to attract qualified individuals of diverse backgrounds to its faculty, staff and student body. Accordingly, Rice University does not discriminate against individuals on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, ancestry, age, disability, or veteran status in its admissions policies, educational programs, or employment of faculty or staff.

The University takes affirmative action in employment by recruiting, hiring and advancing women, members of underrepresented minority groups, and qualified special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans (as those categories are defined by law).

The Director of Equal Employment Opportunity Programs and Affirmative Action is the University's designated EEO Officer, Section 504/ADA Coordinator, and Title IX Coordinator.

Inquiries concerning the University's policies and compliance with applicable laws may be directed to the EEOP/AA Office (M.S. 130), P.O. Box 1892, Houston, TX 77251-1892 or Allen Center, Room 205.

The Director reports to the President of the University. Complaints that allege discrimination or harassment may be brought to the attention of the Director (when involving either students or employees), the offices of the Dean of Undergraduates or Dean of Graduate and Postdoctoral Studies (when involving students), or the Human Resources office (when involving employees). The University will investigate complaints and provide effective remedial action where necessary.

#### **II. Responsible Official and Key Offices to Contact Regarding the Policy and its Implementation**

Responsible Official: Vice President for Administration  
Key Offices: Equal Employment Opportunity Programs and Affirmative Action

David W. Leebron, President

#### Policy History

Clerical Change: February 6, 2018

Revised on:

November 21, 2006, October 3, 1996; February 1, 1994; February 28, 1992; December 10, 1990; September 3, 1987; July 12, 1982; June 12, 1975

Issued: November 30, 1973<sup>[1]</sup><sub>SEP</sub>