



Equal Employment Opportunity Policy

Effective Date: August 12, 1992

Approval: May 5, 2015; University President

Maintenance of Policy: Vice President, Human Resources

PURPOSE: To set forth the University's commitment to equal employment opportunity.

SCOPE: All University of Dayton employees and applicants for employment.

POLICY: In accordance with its Catholic and Marianist mission, the University is committed to the principles of diversity, inclusion, and equal opportunity. Equal opportunity shall be assured in employment decisions such as hiring and termination, promotion and demotion, job assignment, transfer, compensation, discipline, training and development. The University is committed to providing equal employment opportunity for all employees and applicants for employment without regard to age, race, color, creed, religion, ancestry, national or ethnic origin, sex/gender, sexual orientation, gender identity, disability, genetic information, military status, veteran status, familial status or any other protected category under applicable local, state or federal law, ordinance or regulation.

All employees must comply with this policy and are expected to support it. All managers and supervisors have a responsibility to be knowledgeable about the policy, to communicate it to employees, and to ensure compliance with the policy in their areas of responsibility. Any manager or supervisor who observes or learns of conduct that may constitute a denial of equal employment opportunity must report it immediately in accordance with this policy.

When the University receives a report or allegation of a violation of this policy, it will promptly investigate the matter. If an investigation reveals that a violation has occurred, the University will take appropriate corrective and preventive action. When the investigation has been concluded, the University will inform the complaining party of the results of the investigation.

REFERENCE DOCUMENTS:

1. [University of Dayton Nondiscrimination and Anti-Harassment Policy](#)
2. [University of Dayton Equity Complaint Process](#)
3. [University of Dayton Policies and Procedures Manual](#)

POLICY HISTORY:

Approved in its original form: August 12, 1992;

Approved as amended: March 15, 1994;

Approved as amended: October 16, 1998;

Approved as amended: October 21, 2000;

Approved as amended: May 13, 2005;

Approved as amended: June 4, 2014; (This policy was formerly part of the [Affirmative Action Policy](#). Both policies are now maintained as separate and distinct policies.)

Approved as amended: May 5, 2015

Equal Employment Opportunity Policy, (continued)

POLICY:

There will be no retaliation against any employee who makes a complaint with a good faith belief that a violation has or may have occurred, or who has cooperated with an investigation of such a complaint.

Reporting

Any employee who believes that a violation of this policy has occurred should notify the Title IX/504 Coordinator & Equity Compliance Officer (“Equity Compliance Officer”). The procedure for reporting is detailed in the University Equity Complaint Process. Employees may also report an incident using the Bias Related Incident Process (BRIP) via this link (<http://www.udayton.edu/provost/diversity/process.php>).

Employees with questions about this policy are encouraged to contact their supervisor, the Office of Human Resources or the Equity Compliance Officer.