



## KUCO Diversity Statement

November 30, 2021

The University of Central Oklahoma is an equal opportunity, affirmative action educator and employer, proudly pluralistic and firmly committed to providing education and employment opportunities to outstanding, qualified individuals with diverse backgrounds and experience. The university strives to maintain a welcoming community in which all its members may live, work and learn in peace and dignity, be proud of who they are, and have equal opportunity to realize their full potential as individuals and members of society. To this end, the university places great emphasis on those values and virtues that bind us together as human beings. The university enthusiastically supports the principles of affirmative action and equal opportunity in their entirety and expects that every person associated with the university will give continuing support to their implementation.

The university is committed to complying with all applicable laws and regulations—at all levels of government—that prohibit discrimination against, or mandate special consideration be given to, applicants for admission or employment, or current faculty, staff or students, on the basis of any protected characteristic. This commitment applies to all the university's educational programs and activities—including admissions—as well as all employment actions, including but not limited to recruiting, hiring, promotion, demotion, compensation, benefits, transfers, layoffs, return from layoff, provision of leaves, training, education, tuition assistance, and other programs.

The university prohibits students, employees, contractors, volunteers, and visitors (collectively, "community members") from engaging in discrimination and harassment based on any individual's age, ancestry, citizenship, color, physical or mental disability, gender expression, gender identity, genetic information, marital status, medical condition, military status, national origin, pregnancy, race, religion, sex, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation, protected veteran status, or any other basis protected by applicable laws or regulations. The university also prohibits community members from engaging in sexual assault, non-consensual sexual contact, sexual misconduct, intimate partner violence, stalking, and violations of temporary administrative actions.

Retaliation by university community members is also prohibited, including intimidation, threats, or coercion, where the retaliation is because any students, employees, or applicants for employment or academic admission have objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing, or have otherwise sought to exercise their rights under any federal, state, or local equal employment opportunity law.

The university makes good faith efforts towards compliance with all state and federal laws and regulations prohibiting discrimination in education or employment, even when relevant laws and regulations conflict with each other, or where obligations may be vague or otherwise unclear. Beyond mere compliance, the university strives to develop and implement best practices regarding non-discrimination and equal opportunity and access in both education and employment.

All students, staff, faculty, vendors, and contractors associated with UCO must adhere to this policy and are encouraged to assist the university's efforts in support of non-discrimination and equal opportunity and access.

KUCO is bound by the foregoing policy and also works to ensure that all levels of staff are diverse. KUCO continues to ensure that qualified diversity candidates are in the applicant pool for all open positions. KUCO also works to promote diversity in its programming and community outreach efforts.