SUMMARY

In an effort to review, evaluate and improve the University’s policies relating to the requirements and best practices regarding notice of non-discrimination, the following changes are suggested to the Equal Employment/Educational Opportunity Policy:

- add “ancestry” as is listed in the Missouri Human Rights Act (Mo. Rev. Stat. §213.055);

- add “genetic information” as is listed in the Genetic Information Nondiscrimination Act (42 U.S.C. §2000ff);

- update language from “status as a Vietnam era veteran” to “protected veteran status;”

- add “or the Department of Homeland Security” to the provision relating to recruiting rights of military organizations because of an amendment to the Solomon Amendment (10 U.S.C. §983);

- replace the general language for students of “compliance with existing legislation” with the prohibited unlawful discrimination classes (“. . . without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, sexual orientation, gender identity, gender expression, age, disability, or protected veteran status”).
Recommended Action – Amendments to the Equal Employment/Educational
Opportunity Policy

It was recommended by Betsy Rodriguez, Vice President for Human Resources,
endorsed by President Wolfe, moved by Curator _____________ and seconded by
Curator ____________, that the following action be approved:

The University’s Equal Employment/Educational Opportunity Policy at Section
320.010 of the Collected Rules and Regulations be amended as set forth in the
attached.

Roll call vote of Committees:   YES   NO
Curator Covington
Curator Graham
Curator Henrickson
Curator Nelson
Curator Phillips
Curator Snowden
Curator Steward

The motion ____________.

Roll call vote of Board:    YES   NO
Curator Covington
Curator Cupps
Curator Graham
Curator Henrickson
Curator Nelson
Curator Phillips
Curator Snowden
Curator Steelman
Curator Steward

The motion __________________.
Chapter 320.010 Equal Employment/Educational Opportunity Policy

A. **Policy** -- The Curators of the University of Missouri do hereby reaffirm and state the policy of the University of Missouri on Equal Employment/Educational Opportunity.

   1. Equal Opportunity is and shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, genetic information, disability or protected veteran status. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or the recruiting rights of military organizations associated with the Armed Forces or the Department of Homeland Security of the United States of America.

   2. Equal Opportunity is and shall be also provided for all students and applicants for admission in compliance with existing legislation without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, sexual orientation, gender identity, gender expression, age, disability or protected veteran status. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or the recruiting rights of military organizations associated with the Armed Forces or the Department of Homeland Security of the United States of America.

B. **Procedures** -- The President of the University shall establish affirmative action procedures to implement this policy.
Collected Rules and Regulations
Employment and Termination
Chapter 320.010 Equal Employment/Educational Opportunity Policy

Bd. Min. 2-19-71; Reaffirmed Bd. Min. 10-14-77; Amended Bd. Min. 5-23-80; Amended Bd. Min. 10-15-82; Amended Bd. Min. 10-16-03; Amended Bd. Min. 6-19-14; Revised 9-22-14 by Executive Order 41.

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