

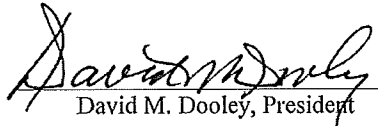
## II. PLAN ADMINISTRATION

### A. Non-Discrimination Policy Statement

The following policy statement appears in all major publications and is published in the staff and student newspapers semi-annually:

The University of Rhode Island prohibits discrimination, including harassment and retaliation on the basis of race, color, creed, national or ethnic origin, gender, gender identification or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status or status as a special disabled veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. In the recruitment, admission or treatment of students, the recruitment, hiring or treatment of faculty and staff, and in the operation of its activities and programs, (except in those special circumstances permitted or mandated by law) and cases that may arise under applicable federal and state law and regulations including but not limited to Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the 1972 Educational Amendments to the Higher Education Act; the Age Discrimination in Employment Act of 1967; Sections 503 and 504 of the Rehabilitation Act of 1973, as amended; Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended; the Equal Pay Act of 1963; the Americans with Disabilities Act of 1990; ADA Amendment Act of 2008; the Genetic Information Nondiscrimination Act, Executive Order 11246, as amended; Executive Order 91-39; Executive Order 92-2; and Rhode Island General Law 28-5.1 as amended, and all other laws which pertain to access and equity.

The University of Rhode Island is committed to the principles of Affirmative Action and the attainment of Equal Employment and Equal Educational opportunities for all qualified individuals. The Director of Affirmative Action, Equal Opportunity and Diversity has been designated by the President as the person who shall have overall responsibility for the implementation and maintenance of such programs. For further information, please contact the Affirmative Action Office at (401) 874-2442.

  
David M. Dooley, President

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Date

## **G. Policy Statements**

### **1. URI Equal Opportunity Grievance Procedures**

The University of Rhode Island prohibits discrimination, including harassment and retaliation on the basis of race, color, creed, national or ethnic origin, gender, gender identification or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status or status as a special disabled veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. In the recruitment, admission or treatment of students, the recruitment, hiring or treatment of faculty and staff, and in the operation of its activities and programs, (except in those special circumstances permitted or mandated by law) and cases that may arise under applicable Federal and State law and regulations including but not limited to Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the 1972 Educational Amendments to the Higher Education Act; the Age Discrimination in Employment Act of 1967; Sections 503 and 504 of the Rehabilitation Act of 1973, as amended; Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended; the Equal Pay Act of 1963; the Americans with Disabilities Act of 1990; ADA Amendment Act of 2008; the Genetic Information Nondiscrimination Act, Executive Order 11246, as amended; Executive Order 91-39; Executive Order 92-2; and Rhode Island General Law 28-5.1 as amended, and all other laws which pertain to access and equity. For further information regarding this statement, please contact Roxanne Gomes, Director, Affirmative Action, Equal Opportunity and Diversity at 401-874-2442.

The Office of Human Resource Administration website provides employees with access to policies and procedures relating to grievance procedures and sexual harassment. The Assistant Vice President for Human Resource Administration, Anne Marie Coleman, is identified within the procedures as the person grievances may be taken directly to. In addition, incidents of sexual harassment, as stated in the procedures, may be reported to her as well.

The Assistant Director of Affirmative Action, Equal Opportunity and Diversity Office also investigates complaints that allege discrimination and harassment and is located in Room 201, Carlotti Administration Building, University of Rhode Island, Kingston, Rhode Island, 02881, telephone number (401) 874-2442.

Any individual believing to have been discriminated against as an applicant, employee or student may file a complaint by following the steps below or by accessing our Website to print out an Incident Report Form at: <http://www.uri.edu/affirmativeaction>

- (b) Any aggrieved job applicant may register their complaint with the Affirmative Action Office. Any aggrieved employee may discuss the complaint with either their immediate supervisor or the Director or Assistant Director of Affirmative Action, Equal Opportunity and Diversity.
- (c) The Affirmative Action Office shall furnish each individual an explanation of the discrimination complaint procedures and available options; provide for a thorough review of the facts; and report these, along with recommendations to the appropriate authority. When necessary, the Director of Affirmative Action will bring the report to the attention of the President.
- (c) The State Equal Opportunity Office will accept from both state employees and applicants for state employment complaints of discrimination that are based on race, sex, religion, age, color, national origin, sexual orientation, gender identity or expression, and sexual harassment within ten (10) working days from the knowledge of the alleged incident of discrimination, unless it is an ongoing discrimination.

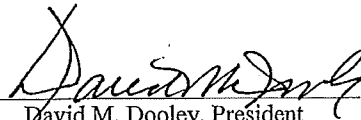
2. Policy on Contracts

In accordance with Federal and State legislation, the University will continue to monitor the compliance of sub-contractors with regard to equal employment opportunity and affirmative action laws, executive orders, guidelines, rules and regulations. The University will continue to seek out and promote the inclusion of minority-owned businesses in its procurement process.

3. Policy on Service Delivery

The University policy regarding service delivery mandates that the University and its employees provide all types of service and assistance in a non-discriminatory manner.

Roxanne Gomes, Director of Affirmative Action, Equal Opportunity and Diversity, is the contact person for the policy on service delivery at the University of Rhode Island.

  
David M. Dooley, President

11.13.13  
Date

VII. INSTITUTIONAL COMMITMENT TO RECRUIT AND HIRE QUALIFIED INDIVIDUALS WITH DISABILITIES, DISABLED VETERANS AND VIETNAM ERA VETERANS

A. Policy Statement

It is the University's policy to employ and promote qualified personnel without discrimination against any employee or applicant for employment because of a physical or mental disability or veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

The implementation of the University's Affirmative Action Program is a concerted effort on the part of management and employees. This commitment is stated in our policy so that all employees, prospective employees, sources of employment and community leaders are aware of the University's commitment.

The University continually removes any existing physical barriers and safety hazards to individuals with disabilities so reasonable accommodations can be made consistent with the critical job tasks required for the work to be performed and within the effective operation of the University.

  
David M. Dooley, President

11.13.13

Date