



University of Arizona Equal Employment Policy

It is the policy of the University of Arizona to provide equal employment opportunity without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information.

The University of Arizona is also a federal government contractor and, as such, has certain obligations to take affirmative action to ensure that its policies and practices are, in fact, non-discriminatory.

Therefore, it is our policy to take affirmative action to employ and advance in employment covered veterans, individuals with disabilities, women, and minorities. Where required by law, The University of Arizona has established goals by which we may measure our progress in employing persons based on individual ability and merit and in the numbers reasonably expected based on their availability.

The University of Arizona makes good faith efforts to reach covered veterans, individuals with disabilities, women, and minorities with information about our equal opportunity policy and, specifically, about employment opportunities at the University. This recruitment effort is particularly important for jobs where women or minorities are not currently participating in the numbers expected by their availability. It is the policy of the University of Arizona to invite all interested persons, both from outside the University and from within the University community, to apply for such opportunities.

As a matter of law and as a matter of University policy, selection for opportunities for hire, promotion, transfer, or training, as well as decisions regarding demotion, termination, layoff, or other terms and conditions of employment shall occur without regard to race, color, religion, sex, national original, or other prohibited basis.

The University has formally assigned the responsibilities contained in its written Affirmative Action Plans for Women and Minorities and for Individuals with Disabilities, and for Protected Veterans to each vice president, dean, director, department head, manager and supervisor and the University does insist that these employees adhere to the commitment made in each Affirmative Action Plan.

[University of Arizona Diversity & Inclusion website](#)

[University of Arizona Diversity Policies & Statements](#)

The UA Foundation EEO Policy

The UA Foundation is committed to meeting all applicable provisions of state and federal law relating to equality of employment opportunity for all persons. This policy applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, termination, and all other terms and conditions of employment.

The UA Foundation is an equal opportunity, affirmative action institution. The foundation does not discriminate on the basis of race, color, religion, sex, national origin, age, ancestry, disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic information or any other status protected by law in its programs and activities. The foundation will, in all solicitations or advertisements for employees, state that all qualified applicants will receive consideration for employment.