Prepared by the Office of the President.
This replaces E1.202 dated November 1982

UNIVERSITY OF HAWAI‘I

EXECUTIVE POLICY - ADMINISTRATION July 1991

E1.202 University Statement of Nondiscrimination and Affirmative Action

I. INTRODUCTION

The University of Hawai‘i Policy on Nondiscrimination and Affirmative Action is provided in Section 1-5 of the *Board of Regents Bylaws and Policies.* This Executive Policy establishes the administrative framework to ensure compliance with applicable federal and state statutes, rules, regulations, city and county ordinances, and provisions in the collective bargaining agreements governing nondiscrimination and affirmative action.

II. OBJECTIVES

A. To provide positive systemwide executive support to implement the Board of Regents' nondiscrimination and affirmative action policy.

B. To charge Vice Presidents and Chancellors with the responsibility and authority to implement the Board of Regents' Policy.

III. POLICY

The Office of the President, University of Hawai‘i, hereby declares and reaffirms its commitment to the University's equal education and employment opportunity policy. The University is committed to a policy of nondiscrimination on the basis of race, sex, age, religion, color, national origin, ancestry, handicap, marital status, arrest and court record, sexual orientation, and veteran status. This policy covers admission and access to and participation, treatment, and employment in the University's programs and activities. It covers employment practices such as recruitment, hiring, training, promotion, retention, compensation, benefits, transfers, and layoffs. The University shall promote a full realization of equal opportunity through a positive, continuing program of equal opportunity and affirmative action on each campus.

It is the policy of the University of Hawai‘i to comply with the applicable federal and state statutes, rules, regulations, city and county ordinances, and provisions in the

collective bargaining agreements which prohibit discrimination in University programs, activities, and employment practices.

These equal opportunity laws include but are not necessarily limited to the following: Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act of 1964, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, Title IX of the Education Amendments of 1972, the Equal Pay Act of 1963, Section 402 of the Vietnam Era Veteran's Readjustment Act of 1974, Chapter 378 of the Hawai‘i Revised Statutes, and Executive Order 11246, and applicable provisions of collective bargaining agreements.

In order to carry out this commitment, Vice Presidents and Chancellors are hereby charged with the responsibility and authority to implement this nondiscrimination and affirmative action policy.