

A. EFFECTIVE DATE :	October 16, 2017				
B. PURPOSE :	This policy states UConn Health’s commitment to and objective of providing Affirmative Action and Equal Employment Opportunity to all employees and applicants for employment without regard to protected class.				
C. POLICY :	All UConn Health employees and applicants for employment at UConn Health are not subjected to unlawful discrimination, as prohibited by all State and Federal laws and regulations and are not excluded from participation in the employment process based on an individual’s legally protected status which includes race, color, ethnicity, religious creed, age, sex (including pregnancy and sexual harassment), marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), prior conviction of a crime (or similar characteristic), veteran status, workplace hazards to reproductive systems, gender identity or expression, or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification.				
D. SCOPE :	This policy applies to all UConn Health employees and applicants for employment at UConn Health.				
E. PROCEDURES, GUIDELINES AND PROTOCOLS :	The Office of Institutional Equity will develop appropriate procedures, guidelines and/or protocols as necessary to implement this policy.				
F. REFERENCES :	Connecticut General Statutes (CGS) §46a-68-78				
G. RELATED POLICIES :	<a href="#">Policy Against Discrimination, Harassment and Related Interpersonal Violence; Persons with Disabilities</a>				
H. SEARCH WORDS :	Affirmative Action, Equal Employment Opportunity, Discrimination				
I. ENFORCEMENT:	Violations of this policy may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, the University of Connecticut Student Code, other applicable University Policies, or as outlined in the procedures document related to this policy.				
J. APPROVED BY :	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%; text-align: center;">1. <u>Andrew Agwunobi (Signed)</u></td> <td style="width: 40%; text-align: center;"><u>10/16/17</u></td> </tr> <tr> <td style="text-align: center;">UConn Health Chief Executive Officer</td> <td style="text-align: center;">Date</td> </tr> </table>	1. <u>Andrew Agwunobi (Signed)</u>	<u>10/16/17</u>	UConn Health Chief Executive Officer	Date
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K. REVISION HISTORY :	<ol style="list-style-type: none"> <li>1. New Policy Approved: 10/26/01</li> <li>2. Revised: 10/30/02, 10/30/10, 10/11/11, 3/18/13, 7/18/13, 7/8/14, 9/11/15, 9/13/16, 10/16/2017</li> <li>3. Reviewed Without Changes: 10/16/09</li> </ol>				

[ **END OF POLICY** ]