MEMORANDUM

TO: All University of Iowa faculty and staff
FROM: Melissa Shivers, Vice President for Student Life and Interim Chief Diversity Officer
       Kevin Kregel, Associate Provost for Faculty
       Cheryl Reardon, Chief Human Resources Officer and Associate Vice President
SUBJECT: Annual Policy Notifications
DATE: Sept. 4, 2018

As part of our series of annual policy notifications, and in compliance with federal law, we encourage you to review the following policies and statements that are crucial to the mission of the university. Please review the information and bookmark this website for future reference: https://hr.uiowa.edu/policies/annual-notifications

This is the second in a two-part series of reminders about the university’s community policies.

UI NONDISCRIMINATION STATEMENT:

The university’s Nondiscrimination Statement was revised in 2015 to include new protected categories. The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The university also affirms its commitment to providing equal opportunities and equal access to university facilities. For additional information on nondiscrimination policies, contact the Director, Office of Equal Opportunity and Diversity, The University of Iowa, 202 Jessup Hall, Iowa City, IA, 52242-1316, 319-335-0705 (voice), 319-335-0697 (TDD), diversity@uiowa.edu.

The university's Nondiscrimination Statement must be included in all departmental publications, such as brochures, pamphlets, manuals, and guidebooks, describing or inviting participation in programs affiliated with the University of Iowa. The inclusion of the Nondiscrimination Statement is required by federal regulation and is designed to make clear to prospective applicants or participants the university's commitment to equal opportunity in employment and equal access to its programs and activities.

For more information see: http://diversity.uiowa.edu/policies/non-discrimination-statement. To review the complete policy, please see: http://opsmanual.uiowa.edu/communitypolicies/nondiscrimination-statement.

UI HUMAN RIGHTS POLICY:

The university is guided by the precepts that in no aspect of its programs shall there be differences in the treatment of persons because of race, creed, color, religion, national origin, age, sex, pregnancy,
disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual, and that equal opportunity and access to facilities shall be available to all. To review the complete policy, please see: [http://opsmanual.uiowa.edu/community-policies/human-rights](http://opsmanual.uiowa.edu/community-policies/human-rights).

**AMERICANS WITH DISABILITIES ACT (ADA, Federal Law):**

The Americans with Disabilities Act of 1990 affords civil rights protections to individuals with disabilities similar to those protections provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications. For more information about the ADA, please see the Department of Labor website: [https://www.dol.gov/general/topic/disability/ada](https://www.dol.gov/general/topic/disability/ada).

To comply with the ADA, the University is committed to making reasonable accommodations for the functional limitations of applicants, employees, and students with disabilities. Applicants and employees who wish to request a reasonable accommodation because of a disability should contact Faculty & Staff Disability Services at 335-2660 or [https://hr.uiowa.edu/fds](https://hr.uiowa.edu/fds); UI Health Care employees should contact UI Health Care Leave and Disability at 356-7543. Students who wish to request a reasonable academic accommodation should contact Student Disability Services at 335-1462 or [https://sds.studentlife.uiowa.edu/](https://sds.studentlife.uiowa.edu/).

For more information, please contact the University's ADA Coordinator, Ms. Tiffini Stevenson Earl, in the Office of Equal Opportunity and Diversity (335-0705, voice; 335-0697, TDD; [https://diversity.uiowa.edu/policies/ada-coordinator](https://diversity.uiowa.edu/policies/ada-coordinator)).

**UI ACCESSIBILITY STATEMENT:**

Per the university’s Accessibility Statement, the following language must be included in all institutional or departmental publications that describe or invite public participation in programs at the university, whether the publication is dispersed via print or electronic means, published on the Internet, or advertised using social media.

"Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact (insert: the sponsoring department or contact person) in advance at (insert: telephone number)."

The sponsoring department name or contact person and telephone number must be incorporated into the statement as the sponsoring department is responsible for making the necessary reasonable accommodations.