

UW-Stevens Point

UW System Administrative Operational Policy 1202



University of Wisconsin
Stevens Point

SUBJECT: Equal Employment Opportunity

Original Issuance Date:

Last Revision Date: 05/17/2021

1. Policy Purpose

The purpose of this policy is to ensure equal employment opportunity to all qualified individuals within all areas of employment at the University of Wisconsin-Stevens Point.

2. Background

In accordance with [Regent Policy 17-4, Equal Employment Opportunities \(RPD 17-4\)](#), [Executive Order 11246](#), and federal laws established by the Equal Employment Opportunity Commission, UW System institutions shall ensure equal opportunity to all employees and applicants for employment, and they shall maintain the affirmative action plans required by [RPD 17-4](#).

Effective July 1, 2015, the equal employment and affirmative action provisions contained in Wis. Stat. §§ [230.04\(9\)\(a\), \(b\) and \(c\)](#) and [230.06\(1\)\(g\)](#) no longer apply to UW System employees; therefore, the director of the office of state employment relations no longer monitors, evaluates, or makes recommendations regarding the provision of equal opportunity to UW System employees and applicants for employment and no longer establishes standards for affirmative action plans.

3. Policy

In accordance with the [University of Wisconsin System \(UWS\) Administrative Policy 1202, Equal Employment Opportunity](#) and [UWS Administrative Policy 1203, Employment of Veterans](#), UW-Stevens Point adopts and supports measures designed to prevent and eliminate discrimination against employees and prospective and current employees based on protected categories under state and federal law as outlined within the UWS policies. For additional data and information related to the measures UW-Stevens Point takes to protect and support equal employment opportunities, visit the [UW-Stevens Point Affirmative Action Program webpage](#).

A. Reporting

Faculty and staff members are encouraged to speak first with their direct supervisor, department chair, or department head about questions or concerns. Volunteers are encouraged to report concerns to an individual employed by the University. If a faculty, staff member, or volunteer is not comfortable speaking with one or more of those individuals, or they have already done so and the question or concern has not been addressed, they should contact Human Resources at 715-346-2606. Questions about the reporting process or concerns about confidentiality should be addressed to Human Resources.

4. Action

Violations of this policy will be investigated and handled in the same manner as the current misconduct process and may result in a variety of possible sanctions or disciplinary actions up to and including termination.

See the [University Handbook Chapter 4C](#), the [Disciplinary Policy and Procedures for University Staff](#) and the [University of WI - Stevens Point Student Handbook](#) for specific complaint, disciplinary, or sanction procedures.

5. Related Documents

[Regent Policy 14-2, Sexual Harassment Policy Statement and Implementation](#)
[Regent Policy 14-10, Nondiscrimination on Basis of Disability: Policy Statement](#)
[UW System Administrative Policy 1201, Affirmative Action Data](#)
[UW-Stevens Point Nondiscrimination Statement](#)
[UW-Stevens Point Title IX website](#)
[UW-Stevens Point Discrimination, Harassment, and Retaliation Policy](#)

6. Policy History

05/13/2021: Approved by Chancellor Thompson via shared governance processes to remove the policy from the handbook and update it to ensure compliance with state and federal laws and University of Wisconsin System policies. [Resolution 2020-2021-64](#).