



University of Nevada, Reno
Statewide' Worldwide

Milton D. Glick
President

UNIVERSITY STATEMENT OF POLICY AND INTENT

I hereby reaffirm the policy of the University of Nevada, Reno, to provide equal opportunity in employment and education without regard to race, color, religion, national origin, sex, age, disability, Vietnam-era, disabled veteran status, and sexual orientation, in any program or activity it operates. This principle is applicable to all members of the university community, students and employed personnel at every level, and to all units, facilities and services of the university.

Affirmative Action requires more than employment neutrality. It requires additional efforts to recruit, employ, retain and promote qualified women, under represented individuals, Vietnam-era and disabled veterans, and individuals with disabilities. The university resolves to reflect and respect the rich ethnic and cultural diversity of the citizens of Nevada in its academic programs, support programs, and in the composition of its faculty, administration, staff and student body.

It is the responsibility of each member of the university community-employees, students and all who use the facilities of the university-to become familiar with and follow the provisions of the University Affirmative Action Plan. Overall responsibility for equal employment and implementation of the Affirmative Action Plan is delegated by the President to the Executive Vice President and Provost, the vice presidents, deans, directors and department chairs who bear responsibility for the equal opportunity program within their respective units.

The University Statement of Policy and Intent represents the university's commitment to equal employment and educational opportunity. Through the policies and programs set forth in this plan, the university is committed to compliance with all federal, state and local laws and regulations implementing equal educational opportunity, equal employment opportunity and affirmative action.

The University of Nevada, Reno, has made considerable progress in both affirmative action and diversity goal achievement. With the positive involvement of the colleges and departments, there will be continued improvement in our diversity hiring and retention efforts.

Milton D. Glick, President
University of Nevada, Reno