



THE UNIVERSITY of  
NEW ORLEANS

**Policy No:** AP-BA-35.3  
**TITLE:** Equal Employment Opportunity  
**EFFECTIVE DATE:** April 4, 2014\*  
(\*Policy Revised, see below)  
**CANCELLATION:**  
**REVIEW DATE:** Fall 2026

**ADMINISTERED BY:** Office of the Vice  
President for Business Affairs

### **PURPOSE**

To affirm the University's commitment to equal employment opportunity and affirmative action.

### **AUTHORITY**

*Title VI and Title VII of the Civil Rights Act of 1964 as amended, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), Louisiana Act 529 of 2022, and all other applicable federal and state nondiscrimination laws.*

*Part Two, Chapter III, Section XIX (Human Relations) of the Bylaws and Rules of the University of Louisiana System; University of Louisiana System Policy and Procedure Memorandum M-(11)a (Prohibiting Workplace Harassment, Discrimination and Retaliation); University of Louisiana Policy and Procedure Memorandum M-12 (Preventing and Addressing Retaliation). University of Louisiana Policy Number M-(18) (Hiring Without Regard to retirement Status and Without Regard to Prior Complaints of Discrimination of Other Protected EEO Activity).*

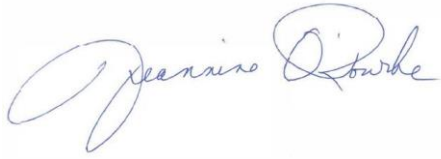
### **GENERAL POLICY**

The University of New Orleans is an equal opportunity employer. The University actively promotes equal opportunity for all prospective and current students and employees.

### **PROCEDURE**

The University will not discriminate against any individual on the basis of race; sex; color; national origin; religion; citizenship; sexual orientation; age; veteran status; disability; genetic information; gender identity; natural, protective, or cultural hairstyle; or any other protected characteristic or status.

This policy represents a commitment by the University of New Orleans to support the spirit and practice of equal opportunity beyond mere compliance with government regulations. All members of the UNO community are expected to conduct their daily University activities in accordance with the spirit and letter of this policy.

A handwritten signature in blue ink that reads "Jeannine O'Rourke". The signature is fluid and cursive, with the first name "Jeannine" written in a larger, more prominent script than the last name "O'Rourke".

Jeannine O'Rourke, Ph.D.  
Interim President  
University of New Orleans

*\*Policy updates:*

*Revisions: 08/03/2023  
07/08/2020  
06/16/2020  
04/17/2017*