

**UNIVERSITY OF DENVER
POLICY MANUAL
AFFIRMATIVE ACTION**

Responsible Department: Office of Equal Opportunity & Title IX

Policy Number

Recommended By: Associate Vice Chancellor for Equal Opportunity & Title IX, Provost, Vice Chancellor for Human Resources, Vice Chancellor for Enrollment, and Vice Chancellor for Diversity, Equity & Inclusion

Approved By: Chancellor

I. INTRODUCTION

A history of discrimination has excluded women and minorities, including persons with disabilities, from employment and educational opportunities in institutions of higher education. That exclusion has also deprived educational institutions of the opportunity to enrich the educational experience of its students, enliven the scholarship, research and other creative activity of the faculty, and to extend its connections to, and impact on the larger community. To remedy that history of discrimination, to promote the benefits of diversity, and to further its educational mission, the University has taken and will continue to take affirmative action to recruit faculty, students and staff from and among racial minorities, women, persons with disabilities, and protected veterans.

II. POLICY OVERVIEW

A. To achieve these objectives, the University:

1. advocates and practices affirmative action consistent with applicable law, including implementing recruiting and search processes to enhance participation of racial minorities, women, persons with disabilities, and protected veterans;
2. establishes and nurtures an environment for faculty, staff, students, and visitors that values equity and diversity and is free from all forms of prejudice, intolerance, or harassment;
3. provides equal educational access to members of underrepresented groups and develops affirmative action admissions programs, where appropriate; and
4. promotes and supports equity, diversity, and inclusion through its educational programs and activities, including admissions, financial assistance, academic and athletic programs, and housing; its employment policies and practices, including compensation and benefits; access to its facilities and services; and purchasing goods, materials, and services for its programs and facilities from businesses of the diverse communities it serves.

