



Equal Opportunity Policies

The University of Alabama provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex, age, disability, or veteran status.

[Nondiscrimination Notice](#)

[Reaffirmation of Equal Opportunity Policy](#)

[Sexual Harassment Policy](#)

[University of Alabama Statement on Diversity](#)

[Compliance with the Americans with Disabilities Act](#)

Nondiscrimination Notice

The University of Alabama complies with applicable laws prohibiting discrimination, including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Adjustment Assistance Act, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990, and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, or veteran status in admission or access to, or treatment of employment in, its programs and services. Inquiries and concerns may be directed to Ms. Gwendolyn Hood, University Compliance Officer, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5855 (Voice/TDD).

Reaffirmation of Equal Opportunity Policy

February 8, 2007

MEMORANDUM

To: University Community

From: Robert E. Witt

Re: Reaffirmation of Equal Opportunity Policy and Nondiscrimination Notice

The University annually reaffirms its commitment to equal opportunity, acknowledging publicly its obligation to operate in a constitutional and non-discriminatory fashion, both as an Equal Opportunity Employer and as an Equal Opportunity Educational Institution. This serves as a reminder to all within our community that faculty, staff, and students must conduct themselves in a manner free of unlawful discrimination of any kind in the educational processes and in interactions within the workplace.

As an academic community, our educational mission is enhanced by the robust exchange of ideas that occurs within a diverse and inclusive learning environment, with a diverse student body, faculty and senior level administrative staff. We are dedicated to the pursuit of personal and academic excellence, to advancing the ideals of individual worth and human dignity, and to maintaining a nurturing and respectful learning environment. Individuals who live, work, teach, and study within this community are expected to contribute positively to the environment and to refrain from behaviors which threaten the freedom or respect that every member of our community deserves.

NONDISCRIMINATION NOTICE

The University of Alabama complies with applicable laws prohibiting discrimination, including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Adjustment Assistance Act, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990, and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability or veteran status in admission or access to, or treatment of employment in, its programs and services. Inquiries and concerns may be directed to Ms. Gwendolyn Hood, University Compliance Officer, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL

35487-0300, (205) 348-5855 (Voice/TDD).

University of Alabama Statement on Diversity

February 8, 2007

MEMORANDUM

To: University Community

From: Robert E. Witt

Re: The University of Alabama Statement on Diversity

The mission of The University of Alabama is to advance the intellectual and social condition of the people of the State through quality programs of teaching, research, and service. That educational mission is enhanced by the robust exchange of ideas that occurs within a diverse and inclusive learning environment. Students who learn from each other and from faculty members and administrators (including those at the highest levels of leadership) in an environment with a variety of backgrounds are better able to understand, appreciate, and contribute to our twenty-first century global society. Consequently, the University endorses a student, faculty, and administrative community enriched by women and men of diverse national origins, races, ethnicities, cultures, socioeconomic and geographic backgrounds, ages, physical abilities, and religious and political beliefs. The University is committed to offering diverse cultural programs, intercultural education, and other educational initiatives (such as the University's Crossroads Community Center) that enhance awareness and appreciation of cultural and individual diversity, promote community, and prepare students for the global society in which they will live and work.

As an institution of higher learning, The University of Alabama attaches great value to freedom of speech and open debate, but it also attaches great importance to the principles of civility and respect which govern an academic community. Harassment or other illegal discrimination against individuals or groups not only is a violation of University Policy and subject to disciplinary action, but also is inconsistent with the values and ideals of the University.

It is the goal of The University of Alabama to cultivate a hospitable campus environment in which all members of the University can work together and learn from each other in a climate of mutual respect. I pledge my personal commitment to this goal, and I hope that all in the campus community will pledge their commitment as well.

Compliance with the Americans with Disabilities Act

February 8, 2007

MEMORANDUM

To: All Faculty, Staff, and Students

From: Robert E. Witt

RE: Compliance with the Americans with Disabilities Act

In keeping with its mission and in accordance with the Americans with Disabilities Act (ADA) and other applicable laws, The University of Alabama is committed to providing persons with disabilities an equal opportunity to participate in and benefit from all programs and services offered by the University.

The University provides reasonable accommodations for program accessibility and employment for qualified persons with disabilities as defined in applicable laws and regulations. Reasonable accommodations are made on an individualized basis. It is the responsibility of persons with disabilities, however, to seek available assistance and make their needs known.

The University has designated the Office of Disability Services (<http://ods.ua.edu/>) as the campus coordinating office for the provision and delivery of services and reasonable accommodations that ensure the University's programs, services, and activities are accessible to students with disabilities. The Office of Disability Services is available to assist any student who has a qualified and documented disability. The Office of Disability Services also serves as a resource to faculty members and University departments, assisting them in accommodating the needs of individuals with disabilities in the classroom and other program settings.

While the University strives to accommodate the needs of people with disabilities as fully as possible, reasonable accommodations do not include measures which fundamentally alter the University's programs and services or which place an undue administrative or financial burden on the University. The University is committed to identifying and removing potential accessibility barriers in its facilities and on its grounds for employees, students, and campus visitors with mobility impairments. To report an ADA accessibility problem on campus, you are encouraged to call the ADA Hotline at 205-348-5882 and leave a message or e-mail facilities@fa.ua.edu.

Ms. Gwendolyn Hood, University Compliance Officer, is the designated ADA Coordinator for the campus. Inquiries concerning ADA requirements and compliance may be directed to Ms. Gwendolyn Hood, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, 205/348-5855. Further information about Disability/Accommodations issues can be found at <http://eop.ua.edu/disabilities.html>.