

University of Wisconsin–Madison
Equal Employment Opportunity and Affirmative Action (EEO/AA) Policy Statement

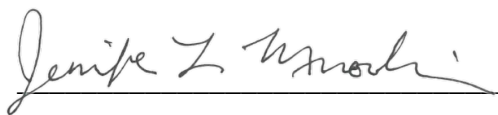
The University of Wisconsin–Madison (hereinafter “the University”) is committed to providing equal opportunity in employment and advancement to all qualified individuals and, in accordance with applicable federal and state statutes and regulations, prohibiting discrimination in employment on the basis of race, color, creed, religion, national origin, ancestry, age, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, genetic information, disability, military service, protected veteran status, honesty testing, arrest record or conviction record. The equal employment opportunity policy covers all aspects of the employment relationship including, but not limited to, recruitment, interviewing, screening, testing, selection, placement, evaluation, transfer, promotion, tenure, compensation, benefits, training, and termination.

It is also the policy of the University to take affirmative action to employ and advance minorities, women, protected veterans and individuals with disabilities, in accordance with Executive Order 11246, the Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA), and Section 503 of the Rehabilitation Act. The University’s EEO/AA policy, as well as its affirmative action obligations, have the full support of the Chancellor, who has assigned responsibility for the implementation of the affirmative action program to the Assistant Vice Provost for Strategic Diversity, Equity, and Inclusion Administration with oversight of the Office of Affirmative Action Planning and Programming. Campus hiring authorities, including, but not limited to, Deans, Directors, administrators, managers, and supervisors, have affirmative action responsibilities. Each employing unit is charged, therefore, to conduct its recruitment and employment practices in adherence with this policy and the affirmative action plan. The University will maintain an audit and reporting system to monitor and ensure compliance with federal laws. Copies of the affirmative action plan are available through the University’s Public Records Custodian in the Office of Compliance (361 Bascom Hall, 500 Lincoln Drive, Madison, WI 53706, 608/265-6018 (relay calls accepted), Mon–Fri, 7:45am–4:30pm) and the University’s [Public Records Portal](#).

Under the Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA) and Section 503 of the Rehabilitation Act, employees and applicants are protected from harassment, threats, coercion, intimidation, or discrimination for 1) filing a complaint; 2) assisting or participating in an investigation, compliance review, hearing or any other activity related to the administration of VEVRAA, Section 503 or any other federal, state or local law requiring equal opportunity for protected veterans or individuals with disabilities; 3) opposing any act or practice made unlawful by VEVRAA, Section 503 or any other federal, state or local law requiring equal opportunity for protected veterans or individuals with disabilities; or 4) exercising any other right protected by VEVRAA or Section 503.

The University is committed to providing reasonable accommodations for individuals with disabilities to ensure equal access to employment and programs. Information on how to make a request for reasonable accommodations may be found on the [Employee Disabilities Resources Office](#) website. The University also provides reasonable accommodations for religious practices upon request.

Inquiries concerning this policy, and requests for information or assistance, may be directed to the Office of Affirmative Action Planning and Programming (179A Bascom Hall, 500 Lincoln Drive, Madison, WI 53706, 608/262-2012 (relay calls accepted), affirmativeaction@cdo.wisc.edu).

A handwritten signature in cursive script, reading "Jennifer L. Mnookin", written in dark ink. The signature is positioned above a horizontal line.

Jennifer L. Mnookin
Chancellor

May 15, 2023

Date