

President's Annual Statement of EEO/Affirmative Action Policy Support

As President of The University of Texas at San Antonio, I reaffirm our pledge to base employment and advancement decisions on the qualifications of applicants and employees in accordance with the principle of equal employment opportunity. As an equal opportunity employer, UTSA does not discriminate on any basis prohibited by applicable federal and/or state law including race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, citizenship status, or protected veteran status in recruitment, employment, promotion, compensation, benefits, or training.

UTSA's Nondiscrimination Policy is outlined in the Handbook of Operating Procedures, Chapter 9.01. It is our policy that employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; (3) opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other Federal, state or local law requiring equal opportunity for protected veterans or section 503 or its implementing regulations or any other Federal, State or local law requiring equal opportunity for disabled persons; or (4) exercising any other right protected by VEVRAA or section 503 or their implementing regulations.


UTSA is committed to our policy of seeking the best-qualified individuals to fill each available position. Employment and advancement decisions are based on an individual's skills and job performance in relation to valid job requirements. Further, UTSA is committed to ensuring all actions during the course of employment are administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, citizenship status, or protected veteran status.

In addition, UTSA is committed to our policy of taking affirmative action to employ and advance in employment qualified females, minorities, individuals with disabilities, and protected veterans. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, progression, promotion, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training, as required by federal law. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any identified necessary job accommodation. UTSA will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

Our affirmative action obligations stem not only from adherence to various state and federal regulations, but also our commitment as an employer in this community to provide job opportunities to qualified females, minorities, individuals with disabilities, and protected veterans.

The Offices of Human Resources and Equal Opportunity Services (EOS) are charged with administering the Affirmative Action Program. EOS has established procedures to investigate and resolve complaints concerning prohibited discrimination. Questions regarding our equal opportunity or affirmative action policies or procedures may be addressed to the Office of Equal Opportunity Services or Human Resources. Applicants and employees may review parts of the Affirmative Action Plan, as appropriate, by making an appointment with the Human Resources affirmative action representative.

As University President, I commit this institution to fulfill both the spirit and intent of Equal Employment Opportunity and Affirmative Action laws and policies.


Taylor Eighmy
President, UTSA

10-17-17
Date