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URI Equal Opportunity Procedures

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EQUAL OPPORTUNITY PROCEDURES

The University of Rhode Island prohibits discrimination on the basis of race, sex or preference, religion, age, color, creed, national origin or handicap in the recruitment, admission, access to or treatment of students, the recruitment, hiring or treatment of faculty and staff, and the operation of its activities and programs, as specified by State and Federal laws, including Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the 1972 Education Amendments to the Higher Education Act, Executive Order 11246, as amended, and Section 504 of the Rehabilitation Act of 1973.

The Affirmative Action Officer and Title IX Coordinator is Sylvia D. Feldman, 211 Administration Building, University of Rhode Island, Kingston, RI 02881. Her telephone numbers are (401) 792-2442 or ext. 4977 (on campus line). She handles all complaints based on discrimination.

The persons designated to coordinate the University of Rhode Island's efforts to comply with Section 504 of the Rehabilitation Act of 1973 are: Francis L. McGovern III, University Safety and Health Officer, Police Station, University of Rhode Island, Kingston, RI 02881, telephone numbers are (401) 792-2618 or ext. 4083 (on campus line) and Sylvia D. Feldman.

The Chairperson of the Equal Opportunity Committee is Robert C. Sisco, Department of Organizational Management and Industrial Relations, Ballentine Hall, University of Rhode Island, Kingston, RI 02881, telephone number 792-2068.

If you believe you have been discriminated against as an employee or student on the grounds of race, sex or preference, religion, age, color, creed, national origin or handicap, you may lodge a complaint by following the steps specified below:

1. As an employee, discuss the complaint with your immediate supervisor. As a student, discuss the complaint with the supervisor in charge of the department or office where the alleged discrimination occurred.
2. If you are not satisfied with the results of this discussion, within two weeks, consult with the Affirmative Action Officer (or her designee), who shall make a preliminary investigation and attempt to resolve the complaint through informal means.
3. If you are not satisfied with the results of step two, you may file a formal complaint in writing with the Chairperson of the Equal Opportunity Committee within 60 calendar days after you know or should have known of the facts giving rise to the complaint. (For students, the 60-day period is exclusive of vacations.) Complaint forms should be obtained from the Affirmative Action Office. Within 30 calendar days after the filing of the formal complaint, the Committee shall hear and determine the complaint. The Affirmative Action Officer (or her designee) may be present at the hearing as a resource person but shall not participate in the making of the final decision. You may have a representative or attorney at the hearing.
4. The Committee shall make recommendations to the President who shall act upon them within ten days. The President may conduct any further investigation he deems appropriate.

Prospective employees and students who believe they have been discriminated against may register their complaints with the Affirmative Action Officer, who will make a thorough review of the facts in the case and report these, along with her recommendations, to the appropriate appointing officer or supervisor. Where necessary, the Affirmative Action Officer will bring her report to the attention of the President.

If you have any questions, please contact the Affirmative Action Officer.