All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.

Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations.

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University.

Inquiries and charges of violation of Title VI (race, color, and national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 1840 Melrose Avenue, Knoxville, TN 37996-3560, telephone (865) 974-2498. Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.

PA# E01-0120-002-13
CAMPUS ROLE AND RESPONSIBILITIES

OED fulfills an important compliance function by working with various legal mandates set out by state and federal law and university policies related to civil rights, equal employment, and affirmative action. OED also provides leadership and services that promote the institution’s mission of creating and sustaining a learning environment that is welcoming to all and hostile to none.

THE OFFICE OF EQUITY AND DIVERSITY

- Serves the main Knoxville campus, Institute of Agriculture, UT Space Institute, UT Athletics, University-wide Administration, and Institute for Public Service.
- Investigates complaints of discrimination filed on the basis of race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.
- Prepares annual compliance reports including the University’s Title IX and Affirmative Action plans and VETS 100 annual surveys. Assists in the development of the Title VI Implementation plan.
- Monitors and provides training and/or direction on searches for faculty, administrative, and staff positions in the Knoxville Area Units.
- Serves as ex-officio member of campus commissions (UT Knoxville Council on Diversity and Interculturalism, Commission for Women, Commission for Blacks, Commission for LGBT People, and Exempt Staff Council) and related committees (Bias Protocol Committee and Taskforce in Support of Student Veterans) that provide services to the various diverse segments of our campus workforce and student body.
- Provides workshops and training for faculty, staff, and students on issues related to diversity in teaching and learning.
- Serves as the campus Title VI, Title IX, and ADA Coordinators for the Knoxville Area Units.

DIVERSITY AT UT

“The University of Tennessee recognizes all students, staff, and faculty as respected and valued participants in its educational mission. In furtherance of these goals, the university welcomes people of different races, ethnicities, religions, creeds, national origins, genders, sexual orientations, physical abilities, age, veteran status, and social, economic, or educational backgrounds” (Promoting Diversity at the University of Tennessee, Council on Diversity and Interculturalism).

OED Statement of Purpose

In an effort to provide quality employment and educational opportunities for all persons who choose to attend and work at the university, the diversity of ideas and cultures must exist as an integral part of the university environment.

We recognize that diversity is something to be acknowledged, appreciated, encouraged, and embraced. Sustained university-wide diversity requires the total commitment from all administration, faculty, staff, and students. The Office of Equity and Diversity (OED) constantly works with all aspects of the university to help achieve this goal.