

# Nondiscrimination and Affirmative Action

The University of Hawai'i is committed to a policy of nondiscrimination on the basis of race, sex, gender identity and expression, age, religion, color, national origin, ancestry, citizenship, disability, genetic information, marital status, pregnancy (including childbirth, pregnancy related medical conditions, and lactation/breastfeeding), arrest, and court record (except as permissible under State law), sexual orientation, national guard absence, or status as a protected veteran or other military status, status as a domestic or sexual violence victim, or any other protected category under federal or state laws, regulations, and/or executive orders. This policy covers admission and access to participation, treatment, and employment in the University's programs and activities. Discrimination, discriminatory harassment, and retaliation are prohibited under this policy. The University shall promote the full realization of equal opportunity through a positive, continuing program of nondiscrimination and affirmative action on each campus.

It is the policy of the University of Hawai'i to comply with federal and state statutes, rules, regulations, and provision in the collective bargaining agreements which prohibit discrimination in University programs, activities, and employment practices, including but not necessarily limited to the following laws: Titles VI and VII of the Civil Rights Act of 1964, Age Discrimination Act of 1975, Age Discrimination in Employment Act of 1967, Sections 503 & 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (as amended), Pregnancy Discrimination Act of 1978, Title IX of the Education Amendments of 1972, Clery Act of 1990 as amended by the Violence Against Women Act (reauthorized in 2013), Equal Pay Act of 1963, Vietnam Era Veterans' Readjustment Assistance Act of 1974, Chapter 378 of the Hawai'i Revised Statutes, Executive Order 11246, Uniformed Services Employment and Reemployment Rights Act (USERRA), and Genetic Information Nondiscrimination Act of 2008.

Moreover, the UH Community Colleges strive to promote the full realization of equal opportunity through a positive, continuing program including Titles I-IV of the Americans with Disabilities Act (ADA) P.L.101336. Accordingly, vocational education opportunities will be offered without regard to race, color, national origin, sex or disability. American citizens or immigrants with limited English proficiency skills will not be denied admission to vocational education programs. In addition, employees and applicants for employment are protected under Title IX and Section 504.

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities that receive federal financial assistance. The conduct prohibited under Title IX includes all forms of sex discrimination: the failure to provide equal opportunity in any program or service, discrimination based on pregnancy, sex harassment, gender-based harassment (including intimidation or hostility based on sex-stereotyping), and sexual violence such as sexual assault, sexual coercion, and rape.