

UTA Equal Opportunity Policy

It is the policy of UTA that, to the extent provided by applicable laws, no person shall be denied employment or admission, be excluded from participation in, be denied the benefits of, or subject to discrimination under, any program or activity which it sponsors or conducts on the basis of:

- Race
- Color
- National origin
- Religion
- Age
- Gender
- Disabilities
- Veteran status
- Sexual orientation

Equal Opportunity Laws

Titles VI and VII of the Civil Rights Act (1964)

- Protects against employment discrimination based on race, color, religion, gender, or national origin.

Executive Order 11246

- Principle of affirmative action; positive steps to increase representation of women and minorities in the workforce. Any agency that receives federal funds has to establish an Affirmative Action Plan.

Equal Pay Act (1963)

- Protects men and women who perform substantially equal work in the same establishment from gender-based wage discrimination.

Age Discrimination in Employment Act (1967)

- Protects individuals who are 40 years of age or older.

Sections 503-504 of the Rehabilitation Act (1973)

- Protects qualified individuals with disabilities who work in the federal government.

Americans with Disabilities Act (1990)

- Protects qualified individuals with disabilities.

Vietnam Era Veterans Readjustment Act (1974)

- Affirmative action on the part of government contractors and subcontractors to employ and promote qualified disabled veterans and Vietnam Era veterans.

Texas Commission on Human Rights Act

- Protects against discrimination in employment transactions on the basis of race, color, national origin, religion, sex, age, or handicap status by public and private employers in the State of Texas.