EQUAL OPPORTUNITY SERVICES

Mission Statement

The mission of the Office of Equal Opportunity Services (EOS) is to build and maintain a credible relationship within the campus and the community through proactive strategies for affirmative action and equal opportunity for all. By reinforcing EOS efforts through education in the rights of faculty, staff, and students by providing diversity training, preventing discrimination, and prohibiting a hostile work and academic environment. To promote awareness through early intervention to strengthen employee and student compliance with state law, federal law, and The University of Texas at Arlington Policy. (Rev 3/22/06)

What is Equal Opportunity Services?

Equal Opportunity Services supports the establishment and maintenance of a nondiscriminatory work environment. This includes, but is not limited to all policies, practices and conditions of employment. Hires, promotions, transfers and terminations are made without regard to sex, race, color, age, national origin, religion or disability, citizenship status, Vietnam Era or special disabled veteran status, or sexual orientation.

The University's policies prohibit discrimination against any individual on any basis prohibited by applicable law including race, color, religion, sex, national origin, disability, age, citizenship status, Vietnam era or special disabled veteran status in recruitment, employment, promotion, compensation, benefits, or training. It is also the University's policy to maintain a work environment free from discrimination on the basis of sexual orientation. UT Arlington remains committed to seeking the best-qualified person to fill each available position and will reward each employee based on his or her job performance. In addition, The University will insure that all personnel actions will be administered without regard to race, color, religion, sex, national origin, disability, age, citizenship status, Vietnam era or special disabled veteran status, or sexual orientation.

What is Affirmative Action?

Affirmative Action is the obligation of federal contract employers to achieve and maintain a workforce that is representative of those in the recruiting area with requisite skills. In order to achieve a representative workforce, employment goals and good-faith hiring targets are established for every job category.

Why is UT Arlington an Affirmative Action employer?

As a federal contractor, UT Arlington is required to develop an Affirmative Action Plan. The Executive Order 11246, as amended, prohibits discrimination by federal contractors with respect to women and minorities. The purpose is to provide all applicants and employees an equal opportunity and to maintain a bias-free work environment. Also, as a federal contractor, UT Arlington is required to have Rehabilitation Act and Vietnam Era Veterans Affirmative Action Programs.
What does the Office of Equal Opportunity Services do?

At this University, Equal Opportunity Services (EOS) has been established since 1973 to investigate allegations of discrimination. EOS at UT Arlington, also:

- serves as liaison between the university and community action organizations concerned with minorities and women;
- provides confidential counseling to those who feel they have experienced unlawful discrimination at the university;
- functions as a resource for the various schools and colleges in the recruitment of tenure and tenure-track faculty;
- works with international faculty and research staff in securing H1B’s and permanent citizenship and,
- acts as a liaison with external agencies including the Texas Workforce Commission: Civil Rights Division, Equal Employment Opportunity Commission (EEOC), and the Office of Federal Contract Compliance Programs (OFCCP) in the Department of Labor.

Most importantly, EOS serves as an internal administrative review for the University. EOS is a University office, and is not connected with the federal EEOC.

Who is responsible for Equal Employment Opportunity and Affirmative Action?

It is the responsibility of all departments and personnel to insure the University's compliance with the Equal Employment Opportunity and Affirmative Action policy.

What can I do if I feel I have experienced discrimination?

All employees may obtain information regarding their rights and proper procedures for the resolution of discrimination problems by contacting Equal Opportunity Services (EOS). If you believe you have experienced discrimination including sexual harassment, EOS can provide you advice and consultation; investigate the facts of the case and initiate corrective procedures and other measures necessary for resolution of the complaint.

Equal Opportunity is the LAW; discrimination is prohibited by the:

- Title VI and VII Civil Rights Act of 1964, as amended
- Equal Pay Act of 1963
- Age Discrimination Act of 1967, as amended
- Title IX of the Education Amendment,
- Americans with Disabilities Act of 1990
- Vietnam Era Veterans Readjustment Act of 1974
- Executive Order 11246, as amended
- Rehabilitation Act of 1973, including Section 503 and 504
- Immigration Reform and Control Act of 1986, and
- Texas Labor Code, Chapter 21

Any individual who feels he or she has been discriminated against should contact the Office of Equal Opportunity Services. All inquiries will be confidential, to the extent permitted by law, and no person should fear reprisals.
Who helps International Employees?

The International Employment Specialist works with UT Arlington departments and colleges to serve the many scholars and employees from abroad, who visit our campus in order to lecture, teach, conduct research, and perform other work activities. The International Specialist is responsible for the processing of UT Arlington's H-1B temporary nonimmigrant worker visas and the University's sponsorship of foreign national employees for permanent resident status.

UT Arlington departments and colleges are encouraged to contact the International Employment Specialist with questions or concerns. Current UT Arlington employees are also encouraged to contact the International Specialist with questions or concerns regarding their current nonimmigrant/immigrant status. However, the International Specialist will not discuss permanent residency sponsorship with current employees until the Specialist has been formally requested to initiate the sponsorship process by the department or college.

Where can I get more information?

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