

11/01/2022

Campus Community,

The culture of the University of Northern Iowa (UNI) is characterized by our longstanding commitments to excellence in education and community engagement. These commitments have been established by nurturing an open, ethical, caring and diverse campus community that expects honesty, integrity, respect, fairness, trust and civility among its members. This community has created a culture based on our core values: equity, collaboration, excellence, empowerment, and academic freedom to name a few.

UNI's core values are supported by our commitment to equal opportunity and affirmative action. UNI recognizes that an environment free from discrimination is essential to the vitality of our campus community, and enables us to provide a safe and inclusive living, learning and working environment for all. We will never compromise on our commitment to providing a safe, supportive and respectful climate for each member of the UNI community.

It is the policy of UNI to provide equal opportunity for all qualified individuals. This includes the elimination of discrimination based on age, color, creed, disability, ethnicity, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, and veteran or military status. It is a shared responsibility of all personnel to maintain an environment free from harassment and discrimination. Further, retaliation against an individual who files a complaint or who participates in an investigation or other related activity is prohibited and will not be tolerated.

As a recipient of federal funds, UNI has a responsibility to take affirmative action in our employment decisions. We must provide equal treatment for qualified women, minorities, individuals with disabilities, and protected veterans in respect to recruitment, selection, promotion, transfers, and other employment actions. The University monitors these efforts through an annual Affirmative Action Plan.

UNI complies with all federal and state laws, regulations and orders, including the policies of the Board of Regents, State of Iowa, that pertain to nondiscrimination and affirmative action. Our responsibility to comply with affirmative action and non-discrimination laws, regulations, and orders is applicable to all UNI-sponsored programs and activities, including those that are conducted in cooperation with the university.

No otherwise qualified person will be denied access to, or participation in, any program, activity, service, or the use of facilities based on factors previously enumerated. Reasonable accommodation will be made to facilitate the participation of individuals with disabilities in all such activities consistent with applicable federal and state laws, orders, and policies.

The University of Northern Iowa has designated Leah Gutknecht as the Affirmative Action Officer and assigns overall program responsibility to her as the Assistant to the President for Compliance and Equity Management. Questions regarding complaints and/or compliance with affirmative action or equal opportunity should be directed to Leah at 117 Gilchrist Hall, Cedar Falls, IA 50614-0028, (319) 273-2846, or leah.gutknecht@uni.edu.

Respectfully,

Mark A. Nook
President

