November 2016

The culture of the University of Northern Iowa (UNI) is characterized by the long-standing commitment to an outstanding undergraduate education, engaged student learning and Iowa community development. This commitment has been established through the nurturing of an open, ethical and caring campus community that promotes diversity, honesty, integrity, respect, fairness, trust and civility among its members. This community has created a culture based on core values that include intellectual vitality, intellectual and academic freedom, the well-being of its members and service to others.

These core values are further carried out by UNI’s commitment to the principles of equal opportunity and affirmative action. UNI recognizes that an environment free from discrimination is essential and complements our belief in student engagement, learning and success. Our commitment to providing a safe, supportive and respectful climate for all members of the UNI community will never waiver.

It is the policy of the University of Northern Iowa 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, the University of Northern Iowa 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.

The University of Northern Iowa herein renews its commitment to comply with federal and state laws, regulations, and orders, including the policies of the Board of Regents, State of Iowa which pertain to nondiscrimination and affirmative action. This commitment applies to all university-sponsored programs and activities as well as 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 on the basis of 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.

A. James Wohlpart, Ph.D.
Interim President