

Board of Trustees
Human Resources / Labor Relations Committee

October 24, 2022

1:00 PM

ZOOM – No Physical Location is Available

The public is invited to view the meeting on YouTube. The link to the Board of Trustees YouTube page can be found the Board website: <https://www.maine.edu/board-of-trustees/>

AGENDA

1:00-1:15

TAB 1 *Approval of Proposed Changes to Board Policy 401 *Equal Employment Opportunity**

Executive Session

The Human Resources & Labor Relations Committee will enter Executive Session under the provisions of: 1 MRSA Section 405 6-A & 6-D.

Action items within the Committee purview are noted in green.

Items for Committee decisions and recommendations are noted in red.

Note: Times are estimated based upon the anticipated length for presentation or discussion of a particular topic.

An item may be brought up earlier or the order of items changed for effective deliberation of matters before the Committee.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Approval of Proposed Changes to Board of Trustees Policy 401 *General Equal Opportunity*

INITIATED BY: Beth Dobson, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

Board Policy 401

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

Board of Trustees Policy 401 *General Equal Opportunity* is being changed to include protected classes outlined in Federal and State law and the American Bar Association standards. These changes will provide alignment and clarity for the UMS community. Additionally, these changes support the Chancellor's *Imperative for Change* initiative in that it supports the goal to "rebuild systems that are fair and just for all people.

The proposed changes are noted in red text in the current version of Board Policy 401, which is attached.

The revised Policy was presented as an information item at the August 22nd Human Resources and Labor Relations (HR/LR) Committee before being presented to the full Board, as an information item, at the September 11-12, 2022, meeting. The proposed revisions to the Policy will now be presented as an action item at the October HR/LR Committee meeting and the November Board of Trustees meeting.

RESOLUTION:

That the Human Resources and Labor Relations Committee approves the following resolution to be forwarded to the Board of Trustees for approval at the November 13-14, 2022 Board Meeting:

That the Board of Trustees accepts the recommendation of the Human Resources and Labor Relations Committee and approves the proposed changes to Board Policy 401- Equal Employment Opportunity as presented.

10/13/2022

UNIVERSITY OF MAINE SYSTEM

Policy Manual

DRAFT
8/11/22

HUMAN RESOURCES AND LABOR RELATIONS

Section 401 General Equal Opportunity

Effective: 11/18/71

Last Revised: 01/23/06; 5/23/11; 7/17/2017

Responsible Office: Human Resources

Policy Statement:

In complying with the letter and spirit of applicable laws and pursuing its own goals of diversity, the University of Maine System does not discriminate on the grounds of race, color, religion, sex, sexual orientation, transgender status, gender, **gender identity or** expression, **ethnicity**, national origin, citizenship status, **familial status, ancestry**, age, disability **physical or mental**, genetic information, or veterans **or military** status in employment, education, and all other programs and activities. The University provides reasonable accommodations to qualified individuals with disabilities upon request.

The University will regard freedom from discrimination and discriminatory harassment as an individual employee and student right which will be safeguarded as a matter of policy. Any employee or student will be subject to disciplinary action for violation of this policy. Retaliation against anyone who makes a complaint of discrimination or harassment or who is involved in a complaint process will not be tolerated.

Procedures:

Affirmative action plans for the various institutions and organizational units of the University System must be approved by the University President and Chancellor. Copies of the current institutional plan shall be on file at each University in the Office of Human Resources.

Related Documents:

Procedure for Accommodating Individuals with Disabilities
Equal Opportunity Complaint Procedure