

November 2009

The culture of the University of Northern Iowa (UNI) is characterized by a long-standing commitment to student learning and to excellence in teaching. This commitment has been established through the development of an open, ethical, and caring 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 principles of equal opportunity and affirmative action. UNI recognizes that an environment free from discrimination complements our belief in Students First and our commitment to providing a safe, supportive, and respectful climate for all members of the UNI community.

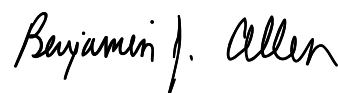
It is the policy of the University of Northern Iowa to provide equal opportunity for all qualified individuals. This includes the elimination of discrimination based on age, color, creed, disability, gender identity, national origin, race, religion, sex, sexual orientation, and veteran status. It is a shared responsibility of all supervisory 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 actions. We must provide equal treatment for qualified women, minorities, individuals with disabilities, and qualified covered 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 recommit itself to comply with all 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 persons 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 her at 117 Gilchrist Hall, Cedar Falls, IA 50614-0028, (319) 273-2846.



Benjamin J. Allen
President