

**Overview of Minor Revisions to the
Access for Individuals with Disabilities Policy;
Affirmative Action & Equal Employment Opportunity Policy; and
Non-Discrimination, Harassment, and Sexual Misconduct Policy**

The Civil Rights Compliance Office is recommending minor revisions to the Access for Individuals with Disabilities policy; Affirmative Action & Equal Employment Opportunity policy (to be renamed Equal Employment Opportunity policy); and Non-Discrimination, Harassment, and Sexual Misconduct policy.

The proposed minor revisions:

- Streamline the opening paragraphs to better reflect the focus and purpose of each policy.
- Reflect the office name change from Office of Institutional Equity to Civil Rights Compliance Office and related changes to emails and websites.
- Update the title of the Affirmative Action & Equal Employment Opportunity policy to Equal Employment Opportunity policy.
- Additionally, the Equal Employment Opportunity policy is being revised to clarify the investigative process and what matters are referred to OHR, and to align with the rescission of Executive Order 11246, which mandated certain affirmative action obligations on federal contractors. The university still has employment-related affirmative action obligations with respect to veterans and people with disabilities.