December 3, 2018

The University of Texas at Austin
Office of Sponsored Projects
Office of the Vice President of Research
3925 West Braker Lane
Building 156, Suite 3.340
Austin, TX 78759

RE: Office for Inclusion and Equity

Dear Office of Sponsored Projects:

The University of Texas at Austin, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. In accordance with federal and state law, the University prohibits unlawful discrimination, including harassment, on the basis of race, color, religion, national origin, gender, including sexual harassment, age, disability, citizenship, and veteran status (see, University’s Nondiscrimination Policy, HOP 3-3020). Pursuant to University policy, the University also prohibits discrimination on the basis of sexual orientation, gender identity, and gender expression (see, University’s Sex Discrimination Policy, HOP3-3031). The University also fosters an environment of open communication and is committed to protecting individuals from retaliation who participate or engage in protected activities.

1 Equal employment opportunity is the law and the University, as a federal contractor, shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). Discrimination, harassment, and retaliation are prohibited under the following laws and regulations: Executive Order 11246, as amended, in accordance with Executive Order 13672, the Equal Pay Act of 1963, Title VI and Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, the Education Amendments of 1972, the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Act of 1974 (VEVRA/503), the Age Discrimination Act of 1975, the Immigration Reform and Control Act of 1986, the Americans with Disabilities Act of 1990, the Americans with Disabilities Amendments Act of 2008, and the Texas Labor Code, Chapter 21. Any individuals who believe they have been subjected to discrimination, harassment, or retaliation on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, citizenship status, Vietnam era, special disabled veteran status, or other protected category may also contact the United States Equal Employment Opportunity Commission, the Department of Labor’s Office of Federal Contract Compliance Programs, or the Texas Workforce Commission, Civil Rights Division.
The University has empowered the Office for Inclusion and Equity (OIE) to investigate and resolve complaints of employment discrimination, harassment, or retaliation prohibited by law or University policy. OIE works with the University community to implement and uphold policies and practices that are consistent with these federal and state mandates, as well as the existing University policies regarding equal access, equal employment, and educational opportunity for all persons.

OIE is located at Student Services Building, Suite 3.212, Austin, Texas, 78712. OIE can be contacted in person, via email at equity@utexas.edu, or by phone at (512) 471-1849. All inquiries are confidential to the extent permitted by law.

Sincerely,

Marquita Booker, JD
Assistant Vice President
Office for Inclusion and Equity