

Affirmative Action Policies

Policies

[UAMS Administrative Guide 4.5.01](#) Affirmative Action

[UAMS Administrative Guide 3.1.10](#) Anti-Discrimination: Race Color, Gender, Age, Sexual Orientation, Religion, National Origin or Disability

[UAMS Administrative Guide 3.1.48](#) Title IX, Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Sexual Violence, Stalking, Gender-Based Harassment and Retaliation

[UAMS Notice to Veterans and to Individuals with Physical or Mental Disabilities](#)

[Office of Personnel Management Veteran's Preference Policy 30.20](#)

[Arkansas Veterans Preference Law Memorandum](#)

Applicable Laws

Since 1965, the U.S. Department of Labor's Office of Federal Contract Compliance Programs (**OFCCP**) has been committed to ensuring that federal contractors comply with the equal employment opportunity (**EEO**) and the affirmative action provisions of their contracts. OFCCP administers and enforces, [Executive Order 11246](#), as amended, which prohibits federal contractors and federally-assisted construction contractors and subcontractors, who do over \$10,000 in federal business in one year from discriminating in employment decisions on the basis of race, color, religion, sex, or national origin.

The Executive Order also requires federal contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment.

Each federal contractor with 50 or more employees and \$50,000 or more in federal contracts is required to develop a written affirmative action program (AAP) for each of its establishments.

[The Civil Rights Act of 1991](#) amends the Civil Rights Act of 1964 to strengthen and improve Federal civil rights laws, to provide for damages in cases of intentional employment discrimination, to clarify provisions regarding disparate impact actions, and for other purposes.

[Title VI of the Civil Rights Act of 1964](#) prohibits discrimination on the basis of race, color and national origin of programs and activities receiving federal financial assistance.

[Title VII of the Civil Rights Act of 1964](#) enforces the constitutional right to vote, confers jurisdiction upon the district courts of the United States to provide injunctive relief against discrimination in public accommodations, authorizes the Attorney General to institute suits to protect constitutional rights in public facilities and public education, extends the Commission on

Civil Rights, prevents discrimination in federally assisted programs, and establishes a Commission on Equal Employment Opportunity.

[The Pregnancy Discrimination Act](#) amends Title VII of the Civil Rights Act of 1964. Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII, which covers employers with 15 or more employees, including state and local governments. Title VII also applies to employment agencies and to labor organizations, as well as to the federal government. Women who are pregnant or affected by pregnancy-related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations.

[Title IX, Education Amendments of 1972](#) prohibits a person in the United States on the basis of sex, from being excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

[The Age Discrimination in Employment Act of 1967](#) prohibits age discrimination in employment. This act promotes employment of older persons based on their ability rather than age, prohibits arbitrary age discrimination in employment, and helps employers and workers find ways of meeting problems arising from the impact of age on employment.

[The Americans with Disabilities Act](#) recognizes and protects the civil rights of people with disabilities and is modeled after earlier landmark laws prohibiting discrimination on the basis of race and gender. The ADA covers a wide range of disability, from physical conditions affecting mobility, stamina, sight, hearing, and speech to conditions such as emotional illness.

[The Rehabilitation Act of 1973, Section 503](#) as amended requires federal contractors with contracts over \$10,000 to develop and implement affirmative action programs to employ and advance in employment qualified individuals with disabilities. This act does not require the establishment of hiring goals for persons with disabilities.

[Section 402, Vietnam Era Veterans' Readjustment Assistance Act as amended](#) protects Vietnam era veterans, special disabled veterans, and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

[Jobs for Veterans Act of 2002](#) amends title 38, United States Code by increasing the categories of covered veterans. This act serves to revise and improve employment, training, and placement services furnished to veterans.

[The Uniformed Services Employment and Reemployment Rights Act \(USERRA\)](#) protects service members' reemployment rights when returning from a period of service in the uniformed services, including those called up from the reserves or National Guard, and prohibits employer discrimination based on military service or obligation. The U.S. Department of Labor's (DOL) Veterans' Employment and Training Service (VETS) administers USERRA.