



XAVIER UNIVERSITY

Equal Employment Opportunity

Effective: April 30, 2008

Last Updated: March 29, 2023

Responsible University Office: Human Resources

Responsible Executive: Associate Vice President for Human Resources

Scope: All University Employees

A. REASON FOR POLICY

1. Xavier University is committed to providing equal employment opportunity for all employees and applicants in compliance with applicable laws. No personnel decisions concerning any term or condition of employment shall be unlawfully based upon race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, veteran status, disability and any other protected class protected by law.
2. The Office of Human Resources provides information regarding anti-discrimination laws and relevant grievance procedures to employees and others.
3. If an employee believes that an incident of discrimination involving one or more of the categories mentioned above has occurred, the employee should contact the Office of Human Resources. If an incident of harassment involving one or more of the categories mentioned above has occurred, employees may also access Xavier University's Harassment Code and Accountability Procedures (HCAP) document for additional reference and information. If an incident involving discrimination based on sex, sexual orientation or gender identity has occurred, employees may also contact the University's Title IX Coordinator.