

TO: Western Colorado University Employees and Applicants
FROM: President Brad Baca
DATE: 1/1/2025

EQUAL EMPLOYMENT OPPORTUNITY POLICY

This policy statement is in accord with the Trustees Equal Opportunity and Affirmative Action Policy as found in Section 2.1 of the Trustee Policy Manual and Anti-Discrimination Policy as found in Section 2.2 of the Trustee Policy Manual. It is the policy of Western Colorado University (herein after the University) to comply with all federal and state anti-discrimination laws.

It is the ongoing policy and practice of Western Colorado University to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of age (40 and over), color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation, marital status or any other applicable status protected by federal, state, or local law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. The University is committed to making employment decisions based on valid requirements, without regard to age (40 and over), color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by federal, state, or local law. The University will analyze its personnel actions rigorously to ensure compliance with this policy.

Western Colorado University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the University, or (c) consistent with the University's legal duty to furnish information. 41 CFR 60-1.35(c).

The Equal Employment Opportunity and Affirmative Action Office is responsible for compliance with state and federal EEO laws and affirmative action regulations. The Equal Employment Opportunity and Affirmative Action Office is also responsible for implementing the University's Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the Equal Employment Opportunity and Affirmative Action Office located on the University's campus at Library Room 122-B or by email at CivilRightsEEOAA@western.edu. Our AAP for Veterans and the Disabled is available to you in the Equal Employment Opportunity and Affirmative Action Office by appointment. All employees and applicants for employment are protected, by both University policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

The Board of Trustees and University President endorse the policy of equal employment opportunity. They ask the continued assistance and support of all personnel in maintaining an environment that reflects the University's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.



Brad Baca
President, Western Colorado University
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