

Policies of the University of North Texas Health Science Center	Chapter 05 Human Resources
05.207 Racial Harassment	

Policy Statement.

The health science center “Nondiscrimination/Equal Employment Opportunity and Affirmative Action” policy affirms the requirement for every member of the University of North Texas Health Science Center (UNTHSC-FW) community to comply with existing Federal and State equal opportunity laws and regulations.

Application of Policy.

Faculty, Staff and Students

Definitions.

No specialized definitions.

Procedures and Responsibilities

Procedure / Duty

1. The health science center has long been an open, tolerant and democratic institution, very proud of its commitment to personal and academic excellence but unpretentious in the atmosphere of its campus and in its willingness to accept all of the members of the health science center community at their face value as fellow human beings.

2. The increasing diversity of the members of the health science center community is one of this institution’s greatest strengths. Differences of race, religion, age, gender, culture, physical ability, language, nationality, sexual orientation and lifestyle make it a microcosm of the nation as a whole, reflecting the values of our pluralistic society. As a health science center, UNTHSC-FW is committed to advancing the ideals of human worth and dignity by teaching respect for human beliefs or values and encouraging open discussion and the rational resolution of conflict. Bigotry, expressions of hatred or prejudice, and harassment of any kind are inconsistent with the health science center’s educational purposes.

3. The health science center is strongly committed to the ethical principle that every member of the community enjoys certain human and constitutional rights, including the right to free

Responsible Party

Faculty, Staff, Students

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speech. As a community of scholars, UNTHSC-FW also is dedicated to maintaining a learning environment that is nurturing, fosters respect and encourages growth among the cultures and individuals represented here. Individuals who work, study, live and teach within this community are expected to refrain from behaviors that threaten the freedom and respect every individual deserves.

References and Cross-references.

Federal and State equal opportunity laws and regulations

Forms and Tools.

None

Approved: 9/1/2006

Effective: 9/1/2006

Revised: