

January 13, 2000

MEMORANDUM

TO: Deans, Directors, and Department Chairs

FROM: William O. McCoy

RE: Policy Statements on Non-Discrimination

I write to reaffirm the University's policy with respect to equal employment and educational opportunity. It is our policy with respect to employment terms and conditions and educational programs not to discriminate on the basis of age, sex, race, color, national origin, religion, or disability. A copy of the University's EPA and SPA Equal Opportunity Plans are available on the University's website at <http://www.unc.edu/depts/oooada/>.

In addition, the University has adopted an internal policy on non-discrimination on the basis of sexual orientation. That policy provides that educational and employment decisions should be based on individuals' abilities and qualifications and should not be based on irrelevant factors or personal characteristics that have no connection with academic abilities or job performance. Among the traditional factors which are generally "irrelevant" are age, sex, race, color, national origin, religion, and disability. It is the policy of The University of North Carolina at Chapel Hill that an individual's sexual orientation be treated in the same manner. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

This policy prohibiting discrimination on the basis of sexual orientation does not apply to the University's relationships with outside organizations, including the federal government, the military, ROTC, and private employers. A copy of the University's policy on non-discrimination on the basis of sexual orientation may be found on the University's website at <http://www.ais.unc.edu/hr/spaman/> in the section on equal employment opportunity.

Any employee of The University of North Carolina at Chapel Hill having a complaint of discrimination should notify the immediate supervisor (excluding the alleged harasser), the Human Resources Counseling Service, the Equal Opportunity Officer, or the University Sexual Harassment Officer for counseling and advice. A student should notify the Office of the Dean of Students or the University Sexual Harassment Officer.

I would appreciate it if you would bring this matter to the attention of all University employees in your area. **To the extent that your department publishes materials that contain**

the University's non-discrimination statement, please make every effort to include all bases of non-discrimination (age, sex, race, color, national origin, religion, disability and the special provisions regarding sexual orientation) in that material. If you need assistance in reviewing your materials or have additional questions, please contact Susan Ehringhaus, Vice Chancellor and General Counsel, at 962-1219 or Joanna Carey Smith, Assistant University Counsel, at 962-6976. This matter deserves our careful attention, and I thank you for your assistance.