



Reaffirmation of VCU's Equal Opportunity Policy

Mission

Virginia Commonwealth University is a comprehensive, public university whose mission is to provide a fertile, stimulating environment for teaching, learning, research, comprehensive medical care and service; to promote the pursuit of knowledge; and, to disseminate professional skills.

Purpose

Virginia Commonwealth University will maintain a strong commitment to outstanding achievement, educational excellence and high principle. Activities of the university are designed to promote the continuing policy of providing equal opportunity for employment and education and access to all programs and services without regard to race, color, religion, national origin, age, gender, political affiliation, veterans' status, sexual orientation or disability.

Policy

It shall be the policy of this institution to provide employment, educational programs, health care services, research opportunities and other services provided to the public in a manner that will insure that the university's commitments to nondiscrimination are implemented. Access to all services is based on sound principles of nondiscrimination as expressed in the affirmative action plans and procedures.

Commitment

In addition to the commitments to equal opportunity and affirmative action set forth under its affirmative action programs, Virginia Commonwealth University is committed to a policy of nondiscrimination under the following laws and regulations:

Age Discrimination in Employment Act of 1967, as amended
Americans with Disabilities Act of 1990, Public Law 101-336
Board of Rights for Virginians with Disabilities (Section 51.5-40, Code of Virginia)
Equal Pay Act of 1963, as amended
Executive Order Number Six (Gov. Robert F. McDonnell)
Genetic Information Nondiscrimination Act of 2008
Lilly Ledbetter Fair Pay Act of 2009
Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974
Sections 503 and 504 of the Rehabilitation Act of 1973
Titles VI and VII of the Civil Rights Act of 1964, as amended
Title IX of the Education Amendments of 1972
Virginia Fair Employment Contracting Act of 1975 (Section 2.1-374 through 2.1-376, Code of Virginia)

Responsibility

The plans, policies, procedures, and activities of Virginia Commonwealth University will be monitored through the Office of the Provost and Vice President for Academic Affairs for full compliance with its commitments to equal opportunity. Further information may be obtained by contacting Velma Jackson-Williams, Assistant Vice Provost for Institutional Equity and Director, Office of EEO/AA Services, 901 W. Franklin St., Suite 114, P.O. Box 843022, Richmond, VA 23284-3022, Telephone: (804) 828-1347; TTY: (804) 828-1420.

Virginia Commonwealth University • Office of Equal Employment Opportunity/Affirmative Action Services
901 W. Franklin Street • Richmond, VA 23284-3022 • (804) 828-1347 • Fax (804) 828-7201 • Voice/TTY (804) 828-1420

VCU is an equal opportunity/affirmative action institution and does not discriminate on the basis of race, color, national origin, age, gender, religion, sexual orientation, political affiliation, veterans' status, or disability.