

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:

- Executive Order Number One (Gov. Timothy M. Kaine)
- Titles VI and VII of the Civil Rights Act of 1964, as amended
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974
- Age Discrimination in Employment Act of 1967, as amended
- Virginia Fair Employment Contracting Act of 1975 (Section 2.1-374 through 2.1-376, Code of Virginia)
- Title IX of the Education Amendments of 1972
- Board of Rights for Virginians with Disabilities (Section 51.5-40, Code of Virginia)
- Americans with Disabilities Act of 1990, Public Law 101-336

Responsibility

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



www.vcu.edu/eeoaa

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

Virginia Commonwealth University is an equal opportunity, affirmative action university providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran's status, political affiliation or disability.