

UNIVERSITY POLICY ON EQUAL OPPORTUNITY

The George Washington University does not unlawfully discriminate against any person on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or other considerations prohibited by law. This policy covers all programs, services, policies, and procedures of the University, including admission to educational programs and employment. The University is subject to all federal laws prohibiting discrimination and to the District of Columbia Human Rights Law.

In consequence, the University subscribes to the following practices in all of its personnel actions:

1. To recruit, appoint, and promote without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or other considerations prohibited by law;
2. To base decisions on employment so as to further the principles of equal employment opportunity;
3. To ensure that promotion decisions are in accord with the principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
4. To ensure that all other personnel actions, such as compensation and benefits, are in accord with the principles of equal employment opportunity and administered without discrimination on those grounds prohibited by the University Policy on Equal Opportunity.

University policy also protects students from discrimination on the stated grounds. This policy applies to all facets of the institution's programs, including admissions, academic advising, and grading. Students who feel they may have been discriminated against on grounds prohibited under University policy may file a formal grievance against the faculty member or administrator whose action gave rise to the complaint. The Student Grievance Procedures are published in the *Guide to Student Rights and Responsibilities*, available from the Office of the Dean of Students. Questions should be directed to the Dean of Students.