Non-Discrimination Policy and Procedure

It is the policy of The University of Texas at Arlington (UTA) to provide an educational and working environment that provides equal opportunity to all members of the University community. In accordance with federal and state law, the University prohibits unlawful discrimination, including harassment, on the basis of race, color, national origin, religion, age, sex, sexual orientation, pregnancy, disability, genetic information, and/or veteran status. The University also prohibits discrimination on the basis of gender identity, and gender expression.

Retaliation against persons who oppose a discriminatory practice, file a charge of discrimination, or testify for, assist in, or participate in an investigative proceeding relating to discrimination is prohibited. Constitutionally protected expression will not be considered discrimination or harassment under this policy. It is the responsibility of all departments, employees, and students to ensure the University’s compliance with this policy. The University’s Equal Opportunity Services (EOS) and Title IX Office investigates allegations of discrimination affecting the UTA community. Complaints regarding unlawful discrimination should be brought to the Equal Opportunity Services and Title IX Office. Copies of this policy are also available in Equal Opportunity Services and Title IX Office.

The University promotes lifelong learning though its academic, continuing education, and experiential learning programs. The faculty, staff, and student community shares diverse cultural values that foster inclusivity and cultivate mutual respect.
Services and accessible at the EOS website. Periodic notices sent to students, employees, and supervisors about this Policy will include information about the complaint procedure.

In accordance with Texas Labor Code Section 21.010, all UTA employees, including faculty, are required to complete training regarding the University’s procedures relating to employment discrimination, including its procedures regarding sexual harassment, no later than the 30th day after the date the employee is hired, and to complete supplemental training every two years. The University will generate an electronic acknowledgement after each individual completes his/her training and will retain the acknowledgement in the individual training records of the University.

Sexual Harassment and Misconduct, and Consensual Relationships Policy

The University of Texas at Arlington is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in educational programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act (SaVE Act), Violence Against Women Act (VAWA), and Clery Act. Sexual Misconduct, Retaliation, and other prohibited conduct under this policy will not be tolerated and will be subject to disciplinary action.

The University will promptly discipline any individuals or organizations within its control who violate this policy. The University encourages individuals to promptly report incidents that could constitute violations of this policy to the Title IX Coordinator (as outlined in Section II.D. of this policy).

Read the full policy here.

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