
UNIVERSITY OF
WISCONSIN
MADISON

EQUITY AND DIVERSITY RESOURCE CENTER

Summary of Mission Statement, Strategic Objectives, and Compliance Responsibilities

The Equity and Diversity Resource Center (EDRC), promotes, integrates, and transfers equity and diversity principles to maximize human resources and advance the mission of the University of Wisconsin-Madison. The Equity and Diversity Resource Center, formerly known as the Office of Affirmative Action and Compliance, changed its name on April 1, 1996 to reflect the expansion of the mission and role of the office and its focus on diversity. The EDRC employs multiple approaches to attain its strategic objectives. These include:

- * providing leadership and consultation to develop and implement equity and diversity strategies throughout the campus;
- * promoting the use of standardized and proactive human resources processes;
- * maximizing human resources through the effective use of continuous improvement principles;
- * establishing collaborative partnerships with Schools/Colleges and Divisions; and
- * coordinating campus compliance with affirmative action and equal opportunity requirements, referred to as AA/EEO compliance.

The Equity and Diversity Resource Center's AA/EEO compliance responsibilities include:

1. Coordinating campus compliance with Federal, state, and UW-System requirements regarding AA/EEO and providing related reports.
2. Monitoring affirmative action goal progress and personnel policies to ensure compliance with federal, state, and UW-System requirements.
3. Coordinating campus compliance with federal, state, and UW-System requirements prohibiting discrimination against employees, job applicants, and students with disabilities.
4. Conducting professional development and training on AA/EEO and Diversity issues related to discrimination, harassment, and fair employment practices.
5. Providing employee and student AA/EEO-related data upon request and in accordance with UW-Madison policy.
6. Investigating discrimination and harassment complaints filed **against employees** by employees or students.

Federal and State law prohibit discriminatory practices in **student services, programs, courses, and facilities**. Federal law prohibits discrimination because of race, color, national origin, sex, religion, or disability. In addition, Wisconsin law also prohibits discrimination on the basis of ancestry, creed, age, sexual orientation, marital status, pregnancy or parental status.

Forms of **employment** discrimination prohibited by Federal law include: race, color, national origin, sex, religion, age-40-or-over, disability, disabled and Viet Nam Era veteran, and retaliation. Wisconsin law prohibits these forms of discrimination, as well as discrimination on the basis of ancestry, creed, age, sexual orientation, marital status, arrest or conviction record, and Guard or Reserve status.

The UW-Madison Prohibited Harassment Policy **protects both students and employees**. The policy prohibits harassment by campus employees, including sexual harassment and harassment on the basis of gender, race, cultural background, ethnicity, sexual orientation or disability.

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I. WHAT KINDS OF DISCRIMINATION ARE ILLEGAL IN STUDENT SERVICES, PROGRAMS, COURSES AND FACILITIES?

Federal law prohibits discrimination because of:

Race
Color
National Origin
Sex
Religion
disability/handicap*

State law prohibits all kinds of discrimination covered by federal law, plus:

Ancestry
Creed
Age
Sexual Orientation
Marital Status
Pregnancy
Parental Status

II. WHAT KINDS OF EMPLOYMENT DISCRIMINATION ARE ILLEGAL?

Federal law prohibits employment discrimination because of:

Race
Color
National Origin
Sex
Religion
Age-40 or over
Disability/Handicap*
Disabled and Vietnam Era Veterans
Retaliation

State law prohibits all categories of employment discrimination covered by federal law, except for the Disabled and Vietnam Era Veterans category. State law prohibits discrimination in the following additional categories:

Ancestry
Creed
Age
Sexual Orientation
Marital Status
Arrest or Conviction Record
Guard or Reserve Status

III. WHAT TYPES OF HARASSMENT DOES THE CAMPUS POLICY COVER?

The UW-Madison Prohibited Harassment Policy protects both students and employees. Parts I and II of the policy prohibit sexual harassment by campus employees; Part III and IV prohibit harassment by campus employees on the basis of gender, race, cultural background, ethnicity, sexual orientation, and handicap.*

*In general, disability is the term used in recent laws while handicap is the term used in older laws.