

**UNIVERSITY OF HOUSTON SYSTEM
ADMINISTRATIVE MEMORANDUM**

SECTION: General Administration

NUMBER: 01.D.05

AREA: Legal Affairs

SUBJECT: Equal Opportunity and Non-Discrimination Statement

1. PURPOSE

The University of Houston System recognizes the importance of and adheres to the practice of providing all prospective and current employees and students with equal opportunity in education and employment in compliance with state and federal laws. The System also seeks to foster an environment free from discrimination. The System has developed this statement of non-discrimination to provide recognition and implementation of this philosophy.

2. POLICY

The policy of the University of Houston System and its universities is to ensure equal opportunity in all its educational programs and activities, and all terms and conditions of employment without regard to age, race, color, disability, religion, national origin, ethnicity, military status, genetic information, sex (including gender and pregnancy), sexual orientation, gender identity or status, or gender expression, except where such a distinction is required by law.

Employees, students, and visitors to campus with questions and/or complaints regarding discrimination, or sexual misconduct (such as sexual violence) under Title IX may contact the Title IX Coordinator for your campus or the U.S. Department of Education's Office for Civil Rights. The name, title, office address, telephone number, and e-mail address of the Title IX Coordinator for each campus can be found [here](#).

Each university is responsible for ensuring compliance with all federal and state laws, regulations and guidelines, and with System policies.

3. REVIEW AND RESPONSIBILITY

Responsible Party: Vice Chancellor for Legal Affairs and General Counsel

Review: Every five years

4. APPROVAL

Approved: /Dona Cornell/
Vice Chancellor for Legal Affairs and General Counsel

 /Renu Khator/
Chancellor

Date: November 19, 2023