



From: University Human Resources <univhr-admin@uiowa.edu>
Sent: Thursday, September 10, 2020 3:13 PM
To: All Faculty, Staff and Students
Subject: Annual Policy Notification on Nondiscrimination,
Accessibility, Medical and Exposure Records and Related Policies



Nondiscrimination Statement, Human Rights, Americans with Disabilities Act, Accessibility, Access to Medical and Exposure Records, and Human Trafficking

TO: All University of Iowa faculty, staff, and students

FROM:

Kevin Kregel, Interim Executive Vice President and Provost

Cheryl Reardon, Chief Human Resources Officer and Associate Vice President

Elizabeth Tovar, Interim Associate Vice President for Diversity, Equity and Inclusion

Tiffini Stevenson Earl, Americans with Disabilities Act Coordinator

SUBJECT: Annual Policy Notification on Nondiscrimination, Accessibility, Medical and Exposure Records and Related Policies

DATE: Sept. 10, 2020

The University of Iowa is committed to equal opportunity in employment and equal access to programs and activities. The following are policies and statements that help

to create a welcoming environment for all members of the university community. Policy notifications such as this one are required by federal law.

Please review the information listed below, and bookmark the [Annual Policy Notifications page on the University Human Resources website](#) for your reference. Additional policies will be highlighted in future communications.

UI NONDISCRIMINATION STATEMENT

The nondiscrimination statement must be included in all publications affiliated with the University of Iowa. Its inclusion is required by federal regulations and is designed to make the university's commitment to equal opportunity in employment and equal access to its programs and activities clear to the reader.

"The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The university also affirms its commitment to providing equal opportunities and equal access to university facilities."

For additional information on nondiscrimination policies, contact Jennifer Modestou, Director, [Office of Equal Opportunity and Diversity](#), the University of Iowa, 202 Jessup Hall, Iowa City, IA 52242-1316, 319-335-0705 (voice), 319-335-0697 (TDD), diversity@uiowa.edu.

For more information, visit [the Diversity, Equity, and Inclusion website](#). To review the complete policy, please [see the UI Operations Manual](#).

UI HUMAN RIGHTS POLICY

In no aspect of the University of Iowa's programs shall there be differences in the treatment of persons because of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual, and that equal opportunity and access to facilities shall be available to all.

To review the complete policy, [please see the UI Operations Manual](#).

AMERICANS WITH DISABILITIES ACT (ADA, Federal Law)

The Americans with Disabilities Act of 1990 affords protections to individuals with disabilities similar to those provided on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity in public accommodations, employment, transportation, state and local government services, and telecommunications.

For more information, please see [the Department of Labor website](#).

To comply with the ADA, the university is committed to making reasonable accommodations for the functional limitations of applicants, employees, and students with disabilities.

Applicants and current employees who wish to request a reasonable accommodation because of a disability should contact [Faculty and Staff Disability Services](#) at 319-335-2660.

UI Health Care employees should contact UI Health Care Leave and Disability at 319-356-7543.

Students who wish to request a reasonable academic accommodation should contact [Student Disability Services](#) at 319-335-1462.

For more information, please contact the university's ADA coordinator, Tiffini Stevenson Earl, in the [Office of Equal Opportunity and Diversity](#) (319-335-0705, voice; 319-335-0697, TDD).

UI ACCESSIBILITY STATEMENT

The following accessibility statement must be included in all publications that describe or invite public participation in programs at the university, whether the publication is dispersed via print or electronic means, published on the Internet, or advertised using social media:

"Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact (insert: the sponsoring department or contact person) in advance at (insert: telephone number)."

The sponsoring department name or contact person and telephone number must be incorporated into the statement; the sponsoring department is responsible for making the necessary reasonable accommodations.

The text of the statement can also be [found in the UI Operations Manual](#).

STATEMENT ON ACCESS TO MEDICAL AND EXPOSURE RECORDS

In compliance with Iowa law, which incorporates by reference the [Federal Occupational Safety and Health Administration \(OSHA\) 29 CFR 1910.1020](#), the University of Iowa is required to provide employees access to their workplace exposure and medical records that are maintained by the university.

Exposure monitoring records are maintained primarily by [Environmental Health and Safety](#) and by Safety and Security at University of Iowa Health Care (319-356-2658).

Examples of exposure records include noise, toxic air contaminants, and radiation monitoring data for those who work with radioactive materials.

Employee medical records (i.e., those related to treatment of workplace injuries or illnesses) are kept at the [Health Information Management Office](#), [UI Occupational Health—North Liberty](#), and the [University Employee Health Clinic](#). To access these records, University of Iowa Health Care employees should contact the University Employee Health Clinic, and all other university employees should contact the [Employee and Labor Relations Office](#) in University Human Resources.

View the full statement in the [UI Operations Manual](#).

Questions about the policies listed above may be directed to the [UI Employee Assistance Program](#) at 319-335-2085.

UI HUMAN TRAFFICKING POLICY

As required by federal procurement awards, the university prohibits employees from engaging in human trafficking, procuring commercial sex acts, or using forced labor. As further required by federal procurement contracts, the university also prohibits additional related activities as detailed in [48 C.F.R. Section 52.222-50](#).

The university is required to, and will, take appropriate action for violation of the federal policy, which may include but not be limited to removal from participation in the award, reduction in benefits, or imposing actions related to employment, up to and including termination of employment.

View [48 C.F.R. Section 52.222-50](#), the federal regulation applicable to federal contracts and Combating Human Trafficking.

View [2 C.F.R. Section 175.15](#), the federal regulation applicable to federal awards and combating human trafficking.

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University Human Resources

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