

# Policy Statement on Equal Opportunity and Affirmative Action

University policy mandates that the University of Oregon statement on equal opportunity and affirmative action **must appear on all university publications, university advertisements, and websites**. There are four versions of the EOAA statement, each with its own specific use.

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1. The following statement is used on most publications. Exceptions and type specifications are listed below.  
**An equal-opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with Disabilities Act. This publication will be made available in accessible formats upon request.**

Add the following sentence when publicizing an event. Include a phone number if contact information is not provided elsewhere in the publication:

**Accommodations for people with disabilities will be provided if requested in advance.**

### Example (set to required size\*)

An equal-opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with Disabilities Act. This publication will be made available in accessible formats upon request. Accommodations for people with disabilities will be provided if requested in advance by calling (541) 346-XXXX.

\* Font: Akzidenz Grotesk Regular, Size: 7 pt. type with 8 pt. leading

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2. The following statement can be used **ONLY** in open position advertisements in newspapers and journals in which space is at a premium:  
**EO/AA/ADA institution committed to cultural diversity.**
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3. The following statement must appear at the bottom of university stationery and on all position announcements.  
**An equal-opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with Disabilities Act.**
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4. The official statement appears in the *University of Oregon Catalog*, *UO School of Law Catalog*, *UO Summer Session Catalog*, and the *UO Admissions Viewbook*.

**The University of Oregon affirms and actively promotes the right of all individuals to equal opportunity in education and employment at this institution without regard to race, color, sex, national origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity, gender expression, or any other extraneous consideration not directly and substantively related to effective performance. This policy implements all applicable federal, state, and local laws, regulations, and executive orders. Direct related inquiries to the Office of Affirmative Action and Equal Opportunity, 474 Oregon Hall, University of Oregon, Eugene OR 97403; T (541) 346-3123, TTY (541) 346-0852.**

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## Responsibility

The head of the department placing the printing order is responsible for ensuring that the appropriate statement appears on all publications and advertisements.