

# Diversity, Equity, and Inclusion

Utah Valley University | Career Development Center

## On-Campus Recruiting & Virtual Recruiting

2021 - 2022



UTAH VALLEY UNIVERSITY

# UVU IS AN INSTITUTION OF INCLUSION!

---

**We Value Every Student, Every Voice!** Our students come from 74 countries and 50 states across the nation. As a dual mission university community college, we provide education for all! Our diverse population celebrates, supports and includes diversity in age (adult learners and traditional students), race, color, first generation, LGBTQ, deaf or disabled, veterans – all students! Please join with us in celebrating diversity, building more equitable recruiting practices and creating a more inclusive recruiting environment at UVU and our society.

---

## 1. **Discrimination.**

- The UVU Career Development Center (CDC) prohibits discrimination on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or veteran status as specified by federal, state, and city laws and regulation.
- Employers are required to comply with all nondiscrimination requirements of The Age Discrimination in Employment Act, The Americans with Disabilities Act, the U.S. Equal Employment Opportunity Commission, and Title VII of the Civil Rights Act of 1964. These include, but are not limited to:
  - Making reasonable accommodations for a disabled person so that he/she may participate in the recruitment activities;
  - Not making inquiries that are considered unacceptable by EEO standards during the recruiting process; and
  - Refusing to screen and select resumes/candidates for interviews/employment based upon the race, color, religion, age, national origin or ancestry, gender, sexual orientation, mental or physical disability, marital status, or veteran status of a candidate (defined to include current students/enrollees and alumni).

## 2. **NACE Standards.** The CDC also supports adherence to the National Association of Colleges and Employers (NACE) *Principles for Ethical Professional Practice* and requests that recruiters abide by the same standards. Those main principles include:

- Practice reasonable, responsible, and transparent behavior
- Act without bias
- Ensure equitable access
- Comply with laws
- Protect confidentiality

For more details, access the following: <https://www.nacweb.org/career-development/organizational-structure/principles-for-ethical-professional-practice/>.



