



# OFFICE FOR EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

## MISSION

The Office for Equal Opportunity and Affirmative Action (EO/AA) is dedicated to promoting academic excellence by infusing Utah Valley University’s core theme of inclusion and diversity into its workforce, student body, and educational programs. We are committed to fostering a campus climate that is welcoming and inclusive by ensuring equal opportunity through dynamic affirmative action policies and processes that recruit, retain, and promote qualified members of groups traditionally under-represented. We promptly address concerns regarding age, religion, disability, race, color, national origin, ethnicity, sex/gender, sexual orientation, Title IX, veteran/military status, pregnancy-related condition, and genetic information through both informal and formal channels to ensure inclusive learning and working environments free from discrimination, harassment, and retaliation. We work with students, employees, and community partners to lead comprehensive, innovative prevention strategies through a community trauma informed approach to ensure a campus free of sexual assault, sexual violence, and abusive relationships.

## VISION

The Office for Equal Opportunity and Affirmative Action proactively fosters excellence in learning by embracing a strong, diverse learning community of collaborative relationships that is welcoming, inviting, and safe. We facilitate equity, access, social justice, and inclusion by promoting civility, respect, and the dignity of each individual.

## VALUES

In facilitating the University’s diversity, inclusion, and compliance objectives, the Office for Equal Opportunity and Affirmative Action is committed to:

- Advancing the understanding of diversity as a critical component of academic excellence
- Institutionalizing diversity in all aspects of university life
- Seeking success through cross-campus collaboration
- Fostering inclusion by infusing diversity into the systems, structures, practices, and policies of the University to ensure equity and inclusion for all members of the community
- Guiding implementation of professional development for a multicultural and bilingual university
- Facilitating multiculturalism
- Creating a climate that respects individual differences
- Ensuring university compliance with state and federal requirements
- Advocating for equity
- Achieving integrity in our work
- Demonstrating accountability through evaluation, assessment, and report
- Maintaining community support services
- Facilitating research that advances the University’s diversity and inclusion commitment

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