

Baylor University Equal Opportunity Policy Statement

Baylor University is unwaveringly committed to building and fostering a Caring Christian Community in which our members feel safe, respected, and supported. Such a commitment includes ongoing compliance with all applicable anti-discrimination laws. As such, Baylor does not illegally discriminate, and prohibits illegal discrimination based on race (including, as identified in Texas law, hair textures or protective hairstyles commonly or historically associated with race), color, national or ethnic origin, citizenship status, sex (including pregnancy, childbirth, and related conditions), age, mental and physical disability (including family medical history), genetic information or the refusal to submit to a genetic test, past, current or prospective service in the federal or state uniformed military service, or any other characteristic protected under applicable federal, state, or local law (“Protected Characteristics”), as such discrimination is defined by applicable law. Baylor is committed to non-discrimination in employment, including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions, terminations, and all other terms or conditions of employment. Baylor will ensure that all other personnel actions are administered, without regard to protected veteran status or disability, and ensure that all employment decisions are based only on valid job requirements. Baylor’s commitment also applies to qualified students in any education program or activity, to include admissions, scholarships, loans, athletics, and other rights, privileges, programs, and activities generally accorded or made available to University students. These Protected Characteristics and application of the non-discrimination policy are interpreted consistently with relevant and applicable law and with the University’s religious mission and values.

The University also prohibits associated retaliation as defined in applicable law and policy. Students and employees of and applicants to the University will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged in good faith in filing a complaint, assisting in a review, investigation, or hearing, have opposed any illegal act or practice, or have otherwise sought to obtain or exercise their legal rights related to any Federal, State, or local anti-discrimination law or University non-discrimination policy.

Given that the University is operated within the Christian-oriented aims and ideals of Baptists, governed by a predominantly Baptist Board of Regents and affiliated with the Baptist General Convention of Texas, Baylor prescribes standards of personal conduct for employees and students consistent with its religious mission and values and that are integral to its Christian faith mission, and employs individuals whose values and conduct align with Baylor’s mission. See, for example, the [Baylor Statement on Human Sexuality](#).

Baylor’s commitment to equal opportunity and respect of others does not undermine the validity and effect of the constitutional and statutory protections for its religious liberty, including, without limitation, the religious organization exemption under Title VII of the Civil Rights Act of 1964, the religious exemption to Title IX of the Education Amendments of 1972, and the Free Exercise Clause of the First Amendment to the United States Constitution, among others.

This policy statement is neither intended to discourage, nor is it in fact applicable to, any analytical discussion of law and policy issues involved, or to discussions of any recommendations for changes in existing law. Discussions of these matters are both practiced and are welcomed within our curriculum and are consistent with the University’s policy on [Academic Freedom and Duties](#).

Inquiries about the application of Title IX and its regulations, which require the University to not discriminate based on sex, can be directed to the Title IX Coordinator at TitleIX_Coordinator@baylor.edu; 254-710-8454; or Clifton Robinson Tower, Suite 285, and/or the United States Department of Education's Office for Civil Rights at OCR@ed.gov; or 800-421-3481. Reports of sex discrimination can be made at www.baylor.edu/reportit.

Information about the University's grievance procedures for discrimination and harassment on the basis of protected characteristics can be found in the [Baylor Civil Rights Policy](#) and the [Sexual and Interpersonal Misconduct Policy](#).

Baylor continues to encourage all qualified individuals to apply. As a government contractor, Baylor University is also committed to taking affirmative action to hire and advance qualified individuals with disabilities and covered veterans, as required and permitted by Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974.

The President of Baylor University is committed to the principles of such legal affirmative action and equal employment opportunity. To ensure their dissemination and implementation throughout all levels of the University, the President has selected the Manager of Equal Opportunity and 504 Coordinator as the EEO Coordinator for Baylor University. One of the EEO Coordinator's duties is to maintain the internal audit and reporting system to allow for effective measurement of the University's programs. The University invites employees who are disabled or protected veterans and who wish to be included under Baylor's Affirmative Action Program to self-identify as such with the EEO Coordinator. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

In furtherance of Baylor University's policy regarding Affirmative Action and Equal Employment Opportunity, Baylor University has developed a written Affirmative Action Program which sets forth the policies, practices, and procedures which the University is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans, as described above, is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, between 8:30 AM - 4:30 PM at the Equity, Civil Rights, and Title IX Office. Any questions should be directed to your supervisor, the EEO Coordinator, or the University President.