### OIE Mission

Institutional Equity promotes an environment of equal opportunity, equity, access and excellence for all members of the University community, and provides compliance oversight regarding applicable laws, regulations and policies to ensure a welcoming, safe, civil and inclusive environment.

### OIE Vision

A university community free from discrimination, harassment, and incivility where all members are valued, supported and afforded equitable access to participate, succeed and strive for excellence.

<table>
<thead>
<tr>
<th>Goal</th>
<th>Activity</th>
<th>Indicator</th>
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| 1    | Active Implementation of Affirmative Action Program  
1.1 Publish yearly Affirmative Action Plan(s)  
1.2 Utilize current and relevant recruitment availability sources  
1.3 Provide data and collaborate with management at all levels to develop and implement action oriented programs to meet placement goals  
1.4 Understand and apply relevant laws, regulations, policies and best practices  
1.5 Continual audit and review to ensure effective implementation of the Affirmative Action Program in accordance with Executive Order 11246 | Reduction in underutilization/placement goals |
| 2    | Conduct and facilitate timely investigations and complaint resolutions  
2.1 Complete investigations and pursue resolutions within a reasonable time frame  
2.2 Establish a plan to communicate investigation outcomes and complaint resolutions  
2.3 Adopt an efficient, streamlined data management system | All investigations and resolutions achieved within published time lines |
| 3    | Coordinate disability accommodations within the University community  
3.1 Facilitate reasonable job accommodations through an interactive process for employees under the Americans with Disabilities Act  
3.2 Collaboration with other units to remove barriers inhibiting access to facilities, activities and services | Provide reasonable access to anyone needing accommodations |
| 4    | Engage in University-wide collaboration to promote a culture and environment that values all members of the University community  
4.1 Coordinate resources and services to ensure compliance with laws, regulations and policies  
4.2 Provide consultation to leadership regarding identified areas of concern  
4.3 Provide leadership and service for development and implementation of committees  
4.4 Provide education, training and resources to prevent harassment, discrimination, and promote equal opportunity, equity and civility | Climate study reflects improvement |