The Office for Access & Equity serves as a resource to units, departments, and university constituencies to promote an equitable working and learning environment for all members of the university community.

OAE furthers the university’s commitment to the most fundamental principles of academic freedom, equality of opportunity, and human dignity.

Under the leadership of the Associate Vice Chancellor for Compliance and reporting to the Vice Chancellor for Diversity, Equity, and Inclusion, OAE is an integral part of the university’s effort to promote a more just and equitable campus community.
Office for Access & Equity

DIVISION DESCRIPTIONS

The Office for Access & Equity is comprised of three divisions:

The ADA Division facilitates disability, religious, and pregnancy/parenting accommodations for all faculty, staff, undergraduate and graduate student employees, as well as job applicants. The division engages in an interactive process to determine the appropriate reasonable accommodation for each person. The division also provides advice, consultation, and educational programming to increase awareness and inclusion of individuals with diverse abilities.

The Equal Employment Opportunity Division receives reports of employee misconduct under the university’s Nondiscrimination Policy and Sexual Misconduct Policy and investigates complaints in a thorough, fair, and equitable manner. The division’s investigative functions further the university’s compliance obligations under Title VII, Title IX, and related federal and state anti-discrimination laws. The division also responds to complaints filed with external state and federal agencies such as the U.S. Department of Education Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the Illinois Department of Human Rights (IDHR).

The Affirmative Action Division administers the campus academic recruitment and appointment processes, meets the University’s federal and state reporting obligations and produces reports designed to assist the University in recruiting and retaining a diverse workforce in compliance with federal and state laws and regulations. The division offers workshops on inclusive recruitment practices, statistics on workforce and applicant diversity, and resources on the academic search process.
Office for Access & Equity

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