

REGULATIONS OF
UNIVERSITY OF FLORIDA

6C1-1.0063 Affirmative Action; Complaints and Appeal Procedures for Academic Personnel (AP), Technical, Executive, Administrative and Managerial Support (TEAMS) Staff Members, and University Support Personnel System (USPS) Employees.

(1) The following procedures are available to Academic Personnel (AP), Technical, Executive, Administrative and Managerial Support (TEAMS) staff, and USPS employees to seek resolution of alleged discrimination in the employment practices of the University. The existence of these appeal procedures do not preclude use of the formal grievance procedures for Academic Personnel and TEAMS staff set forth in Regulations 6C1-7.041 and 6C1-3.051, and applicable grievance procedures for USPS employees; however, such grievance procedures must be initiated within applicable time limits, subject to authorized extensions. In no event will any individual be entitled to or permitted to institute proceedings under this regulation and Regulations 6C1-7.041, 6C1-7.042, or 6C1-3.051, as filing under any one of these regulations constitutes a waiver of any right the individual might otherwise have to another University grievance procedure.

(2) AP and exempt TEAMS employees, and applicants for these positions, alleging discrimination in employment practices should seek resolution of any such grievance by contacting the Director of University Equal Employment Opportunity or by filing a grievance under an applicable collective bargaining agreement. The Director of University Equal Employment Opportunity shall investigate any such written complaint and forward a final investigatory report to the head of the college or unit in which the alleged discriminatory act occurred. If the head of the college or unit in which the alleged discriminatory act occurred is the

alleged harasser, the final investigatory report will be forwarded to the appropriate hiring authority.

(3) USPS employees and non-exempt TEAMS employees and applicants for these positions, alleging discrimination in the employment practices of the University, should seek resolution by contacting the University Equal Employment Opportunity which shall determine the nature of the alleged discrimination. The Director of University Equal Employment Opportunity shall review the complaint with the complainant to assure that it is fully understood and conduct an investigation into the complaint and forward a final investigatory report to the hiring authority in which the alleged discriminatory act occurred. If that hiring authority is the alleged harasser, the final investigatory report will be forwarded to the next higher administrator. The Director of University Equal Employment Opportunity shall issue the final decision on behalf of the University of Florida.

(4) This complaint shall not prevent the aggrieved party from seeking resolution of a complaint through procedures available in other State and Federal agencies.

Specific Authority: BOG Resolution dated January 7, 2003.

History--New 2-23-82, Amended 3-6-85, Formerly 6C1-1.063, Amended 3-2-87, 11-13-90, 1-7-03, 3-17-09.