REGULATIONS OF THE

UNIVERSITY OF FLORIDA

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 University of Florida Regulations 7.041 and 3.051, and applicable grievance procedures for USPS employees; however, such grievance procedures must be initiated within applicable time limits, subject to authorized extensions.

(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 Employee and Labor Relations or by filing a grievance under an applicable collective bargaining agreement. The Director of Employee and Labor Relations 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 violater, 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 Director of Employee and Labor Relations which shall determine the nature of the alleged discrimination. The Director of Employee and Labor Relations 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 violater, the final investigatory report will be forwarded to the next higher administrator. The Director of Employee and Labor Relations 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.

Authority: BOG Regulation 1.001.

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, Formerly 6C1-1.0063, Amended 3-16-10 (technical changes only), 9-20-10 (technical changes only), 3-17-11, 3-22-13 (technical changes only).