

# Diversity Matters

## New Affirmative Action Plan Disability/Veterans

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[http://uthsc.edu/oed/  
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The University of Tennessee is committed to equal employment opportunity and affirmative action. In addition, as a Federal contractor, the University is subject to the Vietnam Era Veterans Readjustment Assistance Act of 1974, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

Employees, we want to know more about you! You are invited to provide the information to aid us in taking and evaluating affirmative measures that will assist UTHSC in complying with reporting requirements under Federal law addressing the VETS 100 and VETS 100A reports. UTHSC's reporting requirements under Federal law occur annually; therefore, the Office of Equity and Diversity invites you to participate in this process each year. Even if you have completed this information in the past, please do so again in order to participate during this reporting year. Provision of the information is voluntary.

Information about veteran status and disability is kept confidential, except that 1) supervisors and managers may be informed with regard to restrictions on the work or duties of persons with disabilities and any necessary accommodations, and 2) first aid personnel may be informed when, and to the extent appropriate, the condition might require emergency treatment. You will not be subject to adverse treatment if you choose not to provide this information.

Please click on or copy and paste the following link into your web browser to access this survey (UT Net ID and password is required to login): [www.uthsc.edu/aaaj](http://www.uthsc.edu/aaaj).

If you choose to participate, please do so by 11:59 p.m., Wednesday July 31, 2014. In the event there are employees in your department/area who do not utilize their UTHSC email address often, please encourage them to check their email to participate in this survey.

You may contact our office at 448-2112 if you have questions or need additional information. Or visit the United States Department of Labor website: <http://www.dol.gov/vets/vets-100.html>.

**\*\*\* All Participants will have their name entered into a drawing for a gift card. ALL faculty and staff members are eligible to participate !**



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## July 26 is Disability Independence Day!

On July 26, 1990, the **Americans with Disabilities Act** was signed into law. This landmark civil rights legislation reaffirmed the idea that all our citizens, regardless of disability, are entitled to the same privileges, pursuits, and opportunities as everyone else. There still remain many steps we must take together to ensure that the spirit and letter of that law are upheld.

“The promise of the ADA was that all Americans should have equal access and equal opportunity, including Americans with disabilities, The ADA was about independence and the freedom to make of our lives what we will. We celebrate that today, and we recommit ourselves to ending discrimination in all its forms”, stated President Obama in 2010 on the ADA’s twentieth anniversary.

Since its enactment, the ADA has opened many doors and sought to level the playing field for employment of Americans with disabilities. Still, however, the unemployment rate for persons with disabilities remains high. In 2010, President Obama signed an Executive Order to make the federal government a model employer for individuals with disabilities.

## Civil Rights Act of 1964



Lyndon B. Johnson signs the 1964 Civil Rights Act as Martin Luther King, Jr., others look on. 7/2/64.

On July 2, 2014, our country will celebrate the 50<sup>th</sup> anniversary of the **Civil Rights Act of 1964**. This act was originally introduced as the Civil Rights Act of 1963 by President John F. Kennedy, but he was unable to garner enough support in Congress. After the assassination of Kennedy, President Lyndon B. Johnson was able to rally supporters to give the bill the attention that civil rights groups and many Americans longed for. The new law outlawed discrimination based on race, color, religion, sex, and national origin in schools and public places. Additionally, the law established Title VII, which provides equal opportunity in employment.



## Women's Equality Day is August 26th!

**Women’s Equality Day**, an annual event in the United States, observed on August 26 since its inception in 1971, marking American women’s advancements toward equality with men. The date was selected to commemorate the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848 at the world’s first women’s rights convention, in Seneca Falls, New York.

The observance of Women’s Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women’s continuing efforts toward full equality.

Advocates such as Susan B. Anthony, Elizabeth Cady Stanton, and Ida B. Wells devoted decades of hard work to ensure that women’s voices could be heard.



## Independence Day Fourth of July on the Island

Head down to Mud Island for a day of food, rides, games, live music, and of course, fireworks. The fireworks are scheduled to begin at sundown.

For more information, visit: [www.mudisland.com](http://www.mudisland.com)



## Elvis Week

If a trip to Graceland is on your bucket list, now is the perfect time to scratch it off. From August 9-17, thousands of Elvis fans will make their annual pilgrimage to Graceland to honor the King of Rock 'n' Roll. Elvis Week has become a pop-culture phenomenon for music lovers from around the world.

For more information,

[www.graceland.com/elvisweek/](http://www.graceland.com/elvisweek/)



## COMMUNITY EVENTS

### Levitt Shell Free Concert Series



Built in 1936 and recognized as the site of Elvis Presley's first professional rock-n-roll show, the Levitt Shell is an outdoor performing arts pavilion located in the heart of Midtown, Memphis in the beautiful Overton Park. Every year the Levitt Shell puts on more than 50 free concerts and events, made possible by the generous support of the community and encouraging common ground through the arts.

For more information, visit: [www.levittshell.org](http://www.levittshell.org)

### Faith in Memphis

For more information about faith in our community, visit:

[www.faithinmemphis.com](http://www.faithinmemphis.com)

## GOLDEN TICKET

*15% DISCOUNT*

The Germantown Performance Arts Center (GPAC) is offering a 15% discount to UTHSC students, faculty, staff, residents, and postdocs by using a special code created for UTHSC, when purchasing tickets online ([www.gpacweb.com](http://www.gpacweb.com)) or when calling the box office at 901-751-7500. **UTHSC's promotional code is UT15.** GPAC has some exciting programming throughout the season that should encourage a pluralistic view because music, art, and drama enables access to everyone.



## NOTES FROM THE ASSISTANT VICE-CHANCELLOR AND DIRECTOR

# Attention!

### A Preview of Things to Come

Attention!! Attention!! Have you visited the Office of Equity and Diversity webpage at <http://www.uthsc.edu/oed/>? Over the last few months we have added new staff and information about who does what in Equity and Diversity that may be accessed by clicking on or pasting the following link into your web browser <http://www.uthsc.edu/oed/staff.php>.

Knowing “Who Does What in Equity and Diversity” is essential because some important changes are effective on July 1, 2014. Specifically, the function of employee relations that encompasses performance management and the Employee Assistance Program (EAP) has now been absorbed by the Office of Human Resources. Concerns involving harassment and discrimination are still part of the OED equation, and we will still assist staff and faculty in making sure your concern is routed to Human Resources or Academic and Faculty Affairs when it is not under the OED umbrella. In the coming weeks and months OED will also introduce a revised complaint procedure (<http://www.uthsc.edu/oed/EEOC/UNIVERSITY%20OF%20TENNESSEE%20DISCRIMINATION%20COMPLAINT%20PROCEDURE.pdf>), a two revised Qualtrics based forms that will enable the reporting of an incident (i.e., Judicial Incident Reporting Form) and file a complaint (i.e., UT Institutional Relations Complaint Form).

As it relates to “diversity and inclusion”, OED is in the process of creating resource network groups and a training/workshop request form for departments/units throughout UTHSC to experience. The resource networks group members will assist OED with advancing recruitment and retention efforts of faculty, staff, and students, assist with heritage celebrations and promote community events, professional development and networking and internal and external marketing. Training and workshops offered by OED will now cover topics like diversity in the workplace, unconscious bias, sexual harassment, ally training, generations in the workplace, diversity in the search process, cultural competence and other relative topics as it relates to diversity, inclusion and compliance.

Stay tuned and call (901-448-2112) or email ([hsc-oed@uthsc.edu](mailto:hsc-oed@uthsc.edu)) if you have additional questions.





**Effective July 1, 2014, Employees and Students who qualify for Accessible Parking on the UTHSC campus are required to renew their parking every six months. The Accessible Parking form must be re-submitted every six months to the Office of Equity and Diversity.**



**Re-submissions are due by August 29, 2014 and February 27, 2015.**

**[https://www.uthsc.edu/campuspolice/pdfs/UTHSC\\_ACCESSIBLE\\_PARKING\\_FORM.pdf](https://www.uthsc.edu/campuspolice/pdfs/UTHSC_ACCESSIBLE_PARKING_FORM.pdf)**

**BREAKING NEWS!!**

**The Office of Equity and Diversity (OED) would like to welcome Cynthia Crowe as the new Health Career Programs Coordinator!**

Cynthia has been with UTHSC since 2011, and with the UT system since 2006. Prior to joining OED, she was the Graduate Program Coordinator for the College of Pharmacy. She has held previous positions in the Graduate School of Medicine at the University of Tennessee Medical Center in Knoxville and the Student Success Center at UT-Knoxville.

As coordinator of Health Career Programs, Cynthia works to facilitate the increase of underrepresented groups in the health professions. Her duties include program coordination and implantation, student recruitment, student relations, event planning, annual reporting, maintenance of the alumni database, payroll, and other financial duties.

Cynthia is originally from Brantford, Ontario, Canada, but has since lived in Ft. Lauderdale, Knoxville, and now, Memphis. She is an alumna of the University of Tennessee-Knoxville where she received a B.A. in Political Science with a minor in Business Administration.



## 2014 Religious Holidays

### July

Martyrdom of the Bab, July 9 (Baha'i)  
 Asalha Puja Day, July 13 (Buddhist)  
 Obon, July 13 to 15 (Buddhist)  
 Saint Vladimir Day, July 23  
 (Christian)  
 Pioneer Day, July 24 (Mormon Christian)  
 Saint James the Great Day, July 25  
 (Christian)  
 Tisha B'Av, July 28 to 29 (Judaism)  
 Last Day of Ramadan, July 27 (Islam,  
 Muslim) Lailat al Kadr, August 24  
 (Islam)

### August

Fast begins in Honor of Holy Mother of Jesus,  
 August 1 (Orthodox Christian)  
 Lammas, August 1 (Christian)  
 Raksha Bandhan, August 10 (Hindu)  
 Transfiguration of the Lord, August 6 (Orthodox  
 Christian)  
 Assumption of Virgin Mary, August 15, (Catholic)  
 Krishna Janmashtami, August 17 (Hindu)

## Equity & Diversity



To be determined, please contact OED for more information at 901-448-2112.



All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.

Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations.

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University.

Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 920 Madison Avenue, Suite 420, Memphis, Tennessee 38163, telephone 901-448-7382 (V/TTY available). Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.

### Office of Equity & Diversity

910 Madison Ave.  
 Suite 826  
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