About Us

The goal of the Office of Equal Opportunity and Affirmative Action is to promote a University culture where students, staff, and faculty succeed professionally and thrive educationally. EOAA envisions the University of Minnesota as a community free from prejudice, discrimination, hatred and ignorance—an intellectually and culturally vibrant place of learning and leadership where all individuals are valued, respected, and unobstructed in their pursuit of excellence in their work and scholarship. EOAA is committed to eliminating individual and systemic barriers that inhibit individuals and groups from attaining equal access to University of Minnesota employment, education, programs, and services.

“The University shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression...”

Adopted by the Board of Regents July, 2009

Services We Offer

Consultation and Investigation — advising individuals and departments regarding existing, perceived, or potential discrimination, harassment, and retaliation; resolving discrimination issues through formal and informal processes; addressing potential violations of the policy against nepotism.

Education — providing University staff, faculty, and students with information and opportunities for increased understanding of discrimination, equal opportunity, and affirmative action policies and practices.

Compliance — developing and disseminating affirmative action plans, and coordinating state and federal reporting and compliance reviews.

Policy Development and Issue Identification – identifying existing or emerging equal opportunity and affirmative action issues, advising University leadership in the development of responsive policies, and analyzing and recommending action based on relevant research studies and position papers.

Community Connections — building mutually meaningful partnerships with diverse groups internal and external to the University concerning equal opportunity, affirmative action, and community economic development initiatives.

Educational Programs

Our educational programs cover topics such as cultural competency, sexual harassment awareness & prevention, religious accommodation, equity and diversity in the job search process, discipline vs. discrimination, and more.

Register Online
diversity.umn.edu/eqaa/
courseschedule
or contact our offices

We are also available to deliver our educational programs to any department on campus, adapt our programs for different audiences, and create unique programs on other topics to meet specific needs.

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The University of Minnesota is an equal opportunity educator and employer.
To request an alternative format or disability accommodations, please contact eqaa@umn.edu