



APS JUSTIFICATION

Policy Title: Equal Employment Opportunity and Affirmative Action

APS Number: 5001

APS Functional Area: **HUMAN RESOURCES**

Date Submitted: October 8, 2025

Proposed Action: Revision

Brief Description: Affirmation of the University of Colorado's commitment to ensuring equal employment opportunity in all employment practices and achieving full equal opportunity for all applicants and employees.

Desired Effective Date: January 1, 2026

Responsible University Officer: System Chief Human Resources Officer

Responsible Office: System Chief Human Resources Officer

Policy Contact: System Chief Human Resources Officer

Applies to: All employees of and applicants for employment at the University of Colorado

Reason for Policy: Affirmation of the University of Colorado's commitment to ensuring equal employment opportunity in all employment practices and achieving full equal opportunity for all applicants and employees.

I. REASON FOR PROPOSED ACTION

To comply with federal laws.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Campus and System Administration Human Resources offices

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes? **Yes**

1. If no, please explain.

2. If yes, what is your plan to get the legal review? **Submitted for review to assure compliance with applicable laws and policies**

B. Date legal review completed: **10/8/2025**

C. Person completing legal review: **Melissa Martin**

IV. FISCAL REVIEW

Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? **No** If yes, please explain: