### APS JUSTIFICATION

**Policy Title:** Equal Employment Opportunity and Affirmative Action  
**APS Number:** 5001  
**APS Functional Area:** HUMAN RESOURCES

<table>
<thead>
<tr>
<th>Date Submitted:</th>
<th>August 2, 2021</th>
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<tbody>
<tr>
<td>Proposed Action:</td>
<td>Revision</td>
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<tr>
<td>Brief Description:</td>
<td>Affirmation of the University of Colorado’s commitment to ensuring equal employment opportunity in all employment practices and to take affirmative action with respect to qualified individuals from underrepresented groups.</td>
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<tr>
<td>Desired Effective Date:</td>
<td>January 1, 2021</td>
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<tr>
<td>Responsible University Officer:</td>
<td>System Chief Human Resources Officer</td>
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<td>Responsible Office:</td>
<td>System Chief Human Resources Officer</td>
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<td>Policy Contact:</td>
<td>System Chief Human Resources Officer</td>
</tr>
<tr>
<td>Last Reviewed/Updated:</td>
<td>January 1, 2011</td>
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<tr>
<td>Applies to:</td>
<td>All employees of and applicants for employment at the University of Colorado.</td>
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*Reason for Policy:* Affirmation of the University of Colorado’s commitment to ensuring equal employment opportunity in all employment practices and to take affirmative action with respect to qualified individuals from underrepresented groups. This policy outlines the responsibilities of the Affirmative Action Officer and of all levels of management on each campus and at System Administration in ensuring equal opportunity and affirmative action in employment matters.

### I. REASON FOR PROPOSED ACTION

In 2019, Colorado passed the Equal Pay for Equal Work Act, which took effect on January 1, 2021. The law is designed to reduce the compensation gap that exists based on sex or gender identity, or sex or gender identity plus another protected status, between workers doing substantially similar work.

Each Colorado employer is responsible for implementing practices and procedures required by the act to achieve greater parity in employee compensation. Existing university and campus policies and procedures are being reviewed to ensure compliance with Colorado’s Equal Pay Act. This APS is under review for that purpose.

### II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Legal, and the CHROs.

### 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? **University Counsel coordinated the changes for this policy.**

B. Date legal review completed: **Throughout the review process.**

C. Person completing legal review: **Julie Steeler**

### 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)? If yes, please explain: