

**Sec. 1. EQUAL OPPORTUNITY EMPLOYMENT – NONDISCRIMINATION**

As a department of The University of Texas at Tyler all items related to equal opportunity employment and nondiscrimination practices will follow those policies outlined in the university's Handbook of Operating Procedures located at <https://www.uttyler.edu/hop/>

**Sec. 2. GRIEVANCE POLICIES**

All employee related grievances are subject to the policy and procedures outlined by The University of Texas at Tyler's Handbook of Operating Procedures 4.19.1.

<https://catalogs.uttyler.edu/UTTyler/HOP/Series-400-Budget-Finance-Operations/4-19-1-Grievance-Policy-and-Procedures>