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Frequently Asked Questions:

Why does the University of Washington collect affirmative action information?

As a condition of receiving federal contracts, the University collects data and maintains an affirmative action plan regarding minorities and women. It also agrees to collect and report information on veterans and persons with disabilities. Failure to collect and report affirmative action data would result in the loss of eligibility for federal contracts.

Isn't affirmative action illegal in Washington State with the passage of I-200?

Washington State law requires state agencies to collect and report the same data. Initiative 200, passed by the citizens of Washington State in 1998 and now incorporated into the Washington State Law Against Discrimination prohibits preferential treatment on the basis of race, color, national origin, and sex but does not prohibit requests for information on affirmative action as defined by federal and state laws.

What UW policies offer protection against discrimination?

University of Washington policies and procedures offer protection against discrimination in such forms as NON-DISCRIMINATION AND AFFIRMATIVE ACTION POLICY, DISABILITY ACCOMMODATION PROCESS and employee training in PREVENTION OF SEXUAL HARASSMENT.

Who has access to affirmative action information?

Affirmative action data are treated as confidential, are kept separate from personnel files, and are made available only to persons with a need to know. Summary level counts are included in required state and federal reports. The data reports for affirmative action can be seen on the Equal Opportunity Office webpage under Affirmative Action Reports.