

Staff Participation in Diversity Programs

It is in the University's best interest to acquire and retain skilled and well-trained staff who have a clear understanding of the importance of their roles in contributing to the goals and objectives of the University of Arkansas.

In support of the University's efforts to strengthen the educational experience for all students by attracting and retaining a diverse array of students, faculty and staff from underrepresented groups and by nurturing intercultural understanding inside and outside the classroom, all employees in benefits-eligible positions are expected to participate in one session of *Promoting Diversity and Inclusion at the University of Arkansas*, sponsored by Human Resources. Benefits-eligible positions are defined as faculty, staff, and administrators in half-time (50%) or greater appointments.

In addition to attending the session, *Promoting Diversity and Inclusion at the University of Arkansas*, staff in benefits-eligible positions will be allowed at least two hours each fall and spring semester and each summer to attend or participate in diversity programs offered by the University during their regular working hours, with prior approval from their supervisor. Supervisors are encouraged to support employees' participation in diversity programs consistent with orderly conduct of the mission of the unit or department.

Attendance or participation in diversity programs is considered to be paid work time, and no employee will be required to make up approved time spent attending these programs. Employees who indicate that they are using paid work time to attend a program but who fail to attend the program may be subject to disciplinary action, up to and including termination.

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