



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

BOARD OF REGENTS

10. NONDISCRIMINATION

Policy 10.A: Diversity, Equity, and Inclusion

At the University of Colorado, our vision is to be a premier, accessible, and transformative public research university that has diverse and inclusive working and learning environments woven into the fabric of our entire organization. Such environments are crucial to promoting academic excellence, most notably outstanding teaching, learning, research, creative work, meaningful community engagement, and culturally responsive health care.

The University of Colorado Board of Regents affirms its absolute commitment to the promotion of diversity in the university community and insists that no individual or group shall be marginalized or systemically excluded.

Diversity refers to the representation of our university community members who hold individual differences such as life experiences, and group/social differences such as race and ethnicity or class, protected identities as recognized in regent law, as well as cultural, political, geographical, religious, or other affiliations.

To execute our [mission](#), the university must focus on underrepresented populations and those who have faced barriers to access, inclusion and opportunity, and work diligently to identify and remove those barriers. The university must create a community culture that is accepting, supportive and unbiased, and advances a sense of belonging for all members. We must value and protect robust and respectful debate, champion academic freedom, and treat each other with fairness. The regents also recognize the distinct and primary roles of each campus: the Anschutz Medical Campus, Boulder, Denver, Colorado Springs, in addition to system administration, in advancing these goals.

The regents value faculty, student, and staff diversity to ensure the rich interchange of ideas in the pursuit of truth and learning. A true commitment to diversity, equity, and inclusion requires that each regent, member, department, and office of the university community engage in self-examination to identify the policies and practices that perpetuate inequities, and create and commit to action steps that foster a more diverse, inclusive, and equitable community.

The University of Colorado will continually assess its progress on these goals as we maintain our commitment to eradicating inequities. Strategic and budgetary planning must include measurable goals that prioritize the advancement of diversity, equity, and inclusion. Progress and assessment will be presented to the regents annually.

Term Definitions

Equity is the creation of opportunities for historically underserved populations to have equal access to and participate in academic and professional experiences that address disparate outcomes and propel communities toward success.

Inclusion means actively embracing diversity in all aspects of academic, social, and professional life. It involves making intentional efforts to engage with people from various backgrounds, learning from their experiences, and developing a deeper understanding of, and empathy towards, how individuals interact within different systems, institutions, and communities.

History:

- Adopted: September 8, 2023.
- Revised: N/A.
- Last Reviewed: September 8, 2023.



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Policy 10.M: Disability Inclusion and Universal Design

10.M.1 Policy Statement

The University of Colorado System is committed to fostering an inclusive and accessible educational environment for all students, faculty, staff, and visitors, including persons with disabilities. In alignment with federal and state laws, as well as best practices in reasonable accommodations and universal design, our system aims to ensure that qualified individuals with a disability have equal access to academic programs, facilities, and services.

10.M.2 Legal Framework

This policy is guided by the following federal and state laws:

- (A) Americans with Disabilities Act (ADA): Prohibits discrimination based on disability and requires reasonable accommodations in all areas of public life, including education.
- (B) Section 504 of the Rehabilitation Act of 1973: Ensures that individuals with disabilities have equal access to federally funded programs and activities.
- (C) Colorado Anti-Discrimination Act: Protects individuals from discrimination based on disability in various sectors, including education.

10.M.3 Commitment to Universal Design

Incorporating universal design principles into our educational practices and facilities contributes to creating an inclusive environment. Universal design refers to the design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation.

10.M.4 Commitment to Accommodations and Modifications

The University of Colorado is committed to ensuring individuals maintain equal access to their education and employment. As a system, we strive to meet and exceed state and federal requirements which ensure equal participation, inclusion, and enjoyment. As part of that commitment, the university will ensure requests for accommodation are easy to make and thoroughly considered in line with the goal of creating equal access for qualified individuals with a disability.

10.M.5 Implementation

- (A) **Accessibility Staffing:** Each campus will have staff responsible for facilitating accommodations, training, and promoting awareness of disability issues across campus.
- (B) **Training and Resources:** Each campus will encourage faculty and staff training on disability awareness, inclusive practices, and universal design principles.
- (C) **Regular Assessment:** The university will have procedures to ensure compliance with legal standards and this policy.

10.M.6 Conclusion

The University of Colorado System recognizes the value of diversity and is dedicated to removing barriers for persons with disabilities. By adhering to federal and state laws and embracing universal design, the university strives to create an educational community where all individuals can thrive.

History:

- Adopted: November 18, 1993, as Policy 10.M: Commitment to Needs of Persons with Disabilities.
- Revised: February 6, 2025, and renamed Policy 10.M: Disability Inclusion and Universal Design.
- Last Reviewed: February 6, 2025.

Other Sections of Policy 10

- Policy 10.E ~~Policy 10.E: Compensation Principles~~ Moved to the [Regent Policy 11.A.1](#) effective 9/7/2023
- Policy 10.N ~~Policy 10.N: Employee Communication with Regents~~ Moved to the [Regent Policy 8.A.8](#) effective 6/18/2020
- All other sections of Regent Policy 10 have been rescinded.