**Annual Certification & Report**

**Equality Within the University of North Carolina**

[Date]

Peter Hans, President

University of North Carolina System

223 S. West St., Ste. 1800

Raleigh, NC 27603

Dear President Hans:

The University of North Carolina Board of Governors adopted Section 300.8.5 of the UNC Policy Manual, *Equality Within the University of North Carolina*, on May 23, 2024, to reaffirm the University’s longstanding commitment to equality.

As such, the chancellor and director of student affairs (or equivalent officer) of each constituent institution must certify and report on his or her constituent institution’s compliance with Section 300.8.5[[1]](#footnote-1).

As such, I certify the following on behalf of my constituent institution:

1. I certify that [constituent institution name], fully complies with the University’s commitment to institutional neutrality and nondiscrimination required by law and Section 300.8.5 of the UNC Policy Manual.
2. To achieve compliance, my constituent institution took the following concrete actions:
3. Eliminated Positions:

[Detailed description reporting concrete actions taken to eliminate positions pursuant to this policy including, but not limited to, the information inputted in the tables below]

1. Realignment of Positions:

|  |  |  |  |
| --- | --- | --- | --- |
| **Prior Job Title** | **Prior Job Description** | **New Job Title** | **New Job Description** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

1. Other Content or Programmatic Changes

[Detailed description reporting other content or programmatic changes made in accordance with Section 300.8.5 to achieve compliance.]

1. Savings & Recommended Reallocations:

[Detailed description reporting concrete actions taken to reduce spending and redirect funds pursuant to this policy including, but not limited to, the information inputted in the tables]

1. Redirected Use of Funds:

|  |  |  |
| --- | --- | --- |
| **Savings ($$$)** | **Prior Use of Funds** | **Redirected Use of Funds** |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

|  |  |  |
| --- | --- | --- |
| **[Constituent Institution]**  Chancellor | Director of Student Affairs |  |
| Title:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Title:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |
| By:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | By:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |
| Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |
| Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |

1. The Equality Policy requires annual certification as to compliance and expects reports of savings derived from achieving compliance. It is likely that any savings achieved will occur in the first year and that succeeding annual certifications will not report on any additional savings in the out years (because non-compliant programs, employment divisions, and employment positions should be addressed completely in the first year). [↑](#footnote-ref-1)