

Sample Policies

T Affirmative action and equal employment opportunity are integral parts of the university, not just because they are legally mandated, but because we recognize that the university's present and future strength is based primarily on people and their skills, experience, and potential to develop, no matter what their race, color, religion, sex, national origin, age, disability, or veteran status.

The university has an affirmative action program that is broad in scope and supported at all levels of the university. The following statements summarize the university's policy on equal employment and affirmative action:

The university, through hiring supervisors and responsible officials in compliance with affirmative action obligations and in accordance with the law, will recruit, lure, train, and promote persons in all job titles, without regard to race, color, religion, sex, national origin, age, handicap, or status as a disabled veteran or veteran of the Vietnam era, except when age and sex are bona fide occupational requirements or when specific disability constitutes a bona fide occupational disqualification.

University officials will take affirmative action to ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.

All personnel actions, such as compensation, benefits, transfers, layoff, return from layoff, university-sponsored training, education, tuition assistance, and social and recreational programs, will be administered without regard to race, color, religion, sex, national origin, age, handicap, or status as a disabled veteran or veteran of the Vietnam era.

The university's opportunity development officer has responsibility for monitoring the affirmative action plan of the university and assisting with application and interpretation of laws that impose special obligations on the university, including: Title VI and VII, Civil Rights Act of 1964, as amended; Executive Order 11246, as amended; The Equal Pay Act of 1963; The Rehabilitation Act of 1973; The Vietnam Era Veterans Readjustment Act of 1974; Titles VII and VIII of the Public Health Service Act; Title IX of the Education Amendments of 1972; The Age Discrimination in Employment Act of 1967, as amended; and The Age Discrimination Act of 1975.