

# CONCORD UNIVERSITY BOARD OF GOVERNORS

## **Policy No. 47**

### **Policy on Affirmative Action/Equal Opportunity**

**Effective Date: 12/07/2010**

#### **Section 1. GENERAL**

1.1 Scope: This policy reaffirms Concord University's commitment to the full realization of Affirmative Action and Equal Employment Opportunity in its employment practices. Concord University is committed to providing a workplace that is free of discrimination and harassment; promotes fairness in employment opportunities for all qualified persons; encourages outreach efforts to attract underutilized minorities and women; and provides for appropriate remedies due to acts of discrimination, harassment, or other violations of federal or state laws regarding Affirmative Action/Equal Employment Opportunity

1.2 Effective Date: December 7, 2010

#### **Section 2. SCOPE**

2.1 It is the policy of CU to utilize all available resources to strive for diversity in our workforce. Efforts to achieve this will include the following:

2.1.1 Recruit, hire, train, promote, retain, tenure, and compensate persons in all administrative, classified, faculty, non-classified, and student job titles without regard to age, ethnicity, disability status, national origin, race, religion, gender, sexual or gender orientation, marital status, or veteran status unless prohibited by law;

2.1.2 Advertise in diverse publications, including publications that target minority groups, as a part of the recruiting and hiring process;

2.1.3 Base decisions of employment to further the principles of affirmative action and equal employment opportunity;

2.1.4 Ensure that promotion, reappointment and tenure decisions are in accordance with the principles of affirmative action and equal employment opportunity by imposing only valid requirements for promotional, reappointment and tenure opportunities; and

2.1.5 Ensure that all personnel actions including compensation, benefits, demotion, termination, reduction in workforce including lay-off or furlough, recall rights, employee training and development, education/tuition assistance, social and recreational programs will be administered without regard to age, ethnicity, disability status, national origin, race, religion, gender, sexual or gender orientation, marital status, or veteran status unless prohibited by law.