

EQUAL EMPLOYMENT OPPORTUNITY

I. SCOPE

All employees.

II. PURPOSE

To preserve an employment environment free from illegal discrimination.

III. POLICY

The University will offer equal employment opportunity to all persons qualified by academic preparation, experience and ability for the various levels of employment, without discrimination based on race, color, national origin, sex, age or disability status. The term "employment" includes hiring, assignment, transfer, promotion, compensation, discipline, discharge, and all other conditions, terms and privileges of employment. If a complaint is brought, the Board of Directors and its employees will not harass, interfere with, intimidate or bring reprisals against complainant's, employees, witnesses or representatives.

IV. PROCEDURE

In order to foster the hiring and promotion of more women and minority employees, the University will:

1. increase the use of referral sources and employment advertising aimed at women and minorities.
2. foster the use of nominations of women and minority job candidates by persons seeking out candidates for positions and recommending them to the appropriate search committees;
3. commit the necessary fiscal resources to attain the goals of recruiting and advancing women and minorities.

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