

PART 7. EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

SUBPART 7-1 EQUAL EMPLOYMENT OPPORTUNITY POLICY

Sec. 7-101. Policy on Equal Employment Opportunity. It is the policy of Ferris State University to provide equal employment opportunity to all employees and applicants for employment. Accordingly, all personnel transactions shall be based on employment-related criteria and qualifications in a manner that does not discriminate with respect to an employee or applicant in any way which violates the University's Policy on Non-Discrimination. Further, as an equal opportunity employer, the University will cooperate fully in the implementation of applicable laws and Executive Orders designed to foster a diverse work environment free from discrimination. In implementing this Equal Employment Opportunity Policy, the University will continue to:

(1) Recruit, hire, train, and promote persons in all job titles, without any form of discrimination prohibited by the University's Policy on Non-Discrimination;

(2) Make employment decisions in accordance with the principles of equal employment opportunity by imposing only requirements it considers valid for employment opportunities;

(3) Make promotion decisions in accordance with principles of equal employment opportunity by imposing only requirements it considers valid for promotional opportunities;

(4) Require that all personnel actions such as hiring, compensation, benefits, tenure decisions, transfers, layoffs, recall, etc., be made and administered without any form of discrimination prohibited by the University's Policy on Non-Discrimination.

Sec. 7-102. Affirmative Action Program. In addition to confirming its Policy on Non-Discrimination, the University is committed to developing and implementing an annual Affirmative Action Program, as permitted and required by law, designed to effectuate its commitment to providing Equal Employment Opportunity. The annual Affirmative Action Program will supersede all prior Affirmative Action Programs.

Prior Board Action:

May 8, 2015.

Sec. 7-103. Compliance by University Personnel. The University expects each employee to comply with this policy of equal employment opportunity. The President shall strongly advocate compliance with and commitment to the University's Affirmative Action Program and Equal Employment Opportunity Policy. Academic administrators and all management personnel with responsibility for implementing employment decisions are also accountable for compliance with the University's Equal Employment Opportunity Policy, and

will be evaluated on their performance, including their compliance with and support of this policy.

Sec. 7-104. Monitoring and Enforcement. The University has designated the Director of Equal Opportunity to monitor and enforce compliance with this policy. The Director is authorized and directed to develop and, upon approval of the President to implement, the annual Affirmative Action Program, which shall supersede all prior Affirmative Action Programs. The Director shall present reports to the Board each year.

Prior Board Action:

May 8, 2015.

Sec. 7-105. University Policy Regarding Goals. Aware of its constitutional and statutory obligations to avoid unlawful discrimination, the University will not establish goals which include the establishment of quotas for hiring, placement or promotion, nor will any of the University's goals be administered in a way that illegally discriminates in hiring, appointment or granting tenure to any qualified person or that violate the University's Policy on Non-Discrimination. Numerical or percentage goals, if any, are to be considered and set only in those circumstances where no other affirmative action can be taken to eliminate the identified problem, and only if such a goal is a reasonable and meaningful remedy for addressing the identified problem. The establishment of any such numerical or percentage goal requires the recommendation of the Director of Equal Opportunity and approval by the President.

Prior Board Action:

May 8, 2015.

Sec. 7-106. Availability of Affirmative Action Program for Inspection. The University's Affirmative Action Program is available for inspection by any applicant or employee upon request at the Office of Affirmative Action, Monday through Friday during normal business hours.

Sec. 7-107. Reporting Violations. Violations of this Subpart shall be reported to the Office of Equal Opportunity, Office of Human Resources, or other appropriate University officials.

Cross References:

Sec. 4-202. Equality of Opportunity in Contracting.

Part 6. Personnel Policies.

Subpart 7-2. Statement of Equal Opportunity in Education and Services to the Public.

Subpart 7-3. Policy on Non-Discrimination.

Human Resources Policies and Procedures, *Employee Dignity/Harassment/Discrimination*

Human Resources Policies and Procedures, *Equal Employment Opportunity*

Statutory References:

Michigan Persons with Disabilities Civil Rights Act, MCLA 37.1101 *et seq.*

Elliot Larsen Civil Rights Act, MCLA 37.2101 *et seq.*

Americans with Disabilities Act of 1990, 42 USC 12101 *et seq.*

Rehabilitation Act of 1973, 29 USC 701 *et seq.*

Genetic Information Nondiscrimination Act of 2008, 42 USC 2000ff *et seq.*

Civil Rights Act of 1964, 42 USC 2000 *et seq.*

Age Discrimination Act of 1975, 42 USC 6101 *et seq.*

Age Discrimination in Employment Act of 1967, 29 USC 621 *et seq.*

Executive Order 11246, as Amended

Executive Order 13672

U.S. Const., XIV Amend

Vietnam Veterans Readjustment Assistance Act of 1974, 38 USC 4212

Equal Pay Act of 1963, 29 USC 201 *et seq.*

Public Health Service Act, 42 USC 201 *et seq.*

Title IX, Higher Education Amendments of 1972, 20 USC 1681 *et seq.*

Uniformed Services Employment and Reemployment Rights Act, 38 USC 4301 *et seq.*

Prior Board Action:

November 20, 1998.

February 12, 2000.

May 4, 2001.

Entire Subpart 7-1 included in October 19, 2001 Codification, Phase I.

Entire Subpart 7-1 included in October 22, 2004 Codification, Phase II.

May 8, 2015.