

## Appendix A. EEO/Affirmative Action Program

### I. Policy Statement (Updated 7-08)

A. Idaho State University is an equal opportunity/affirmative action institution. The University's Equal Employment Opportunity (EEO)/Affirmative Action Policy Program seeks to ensure that all of its policies and procedures include, and are in conformity with, but not limited to, the requirements of Federal Executive Orders 11246 and 11375, Title VI of the Education Amendments of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act of 1974, and all other state and federal nondiscrimination statutes. The institution recruits, employs, compensates and promotes personnel in all areas of the work force (administration, faculty, staff and students) on an equal and impartial basis in accordance with the provisions of the Idaho Personnel Commission, where applicable, regardless of race, religion, color, national origin, age, disability status, or sex\* except where sex is a bona fide occupational qualification as defined in federal regulations. Mindful of the goals set as part of this policy, an individual's qualifications for the available position will be the determining factor in employment, promotion and other terms and conditions of employment.

Title IX prohibits discrimination in federally assisted education programs against students and employees on the basis of sex. The key provision of Title IX reads: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

The University is responsible for evaluating its employment practices to ensure against discrimination. In addition, the University takes the responsibility for disseminating information regarding its Equal Opportunity EEO/Affirmative Action Policy Program. All University personnel are expected to assume responsibility for assisting in the achievement of the goals set forth in the EEO/Affirmative Action Program. Discrimination by any member of the administration, faculty, staff, or supporting services against any individual (employees or students) based on with legally protected status for reasons of race, color, religion, national origin, sex, age or disability status will constitute a violation of the University's EEO/Affirmative Action Program and will subject the member to such disciplinary action as recommended by the EEO/Affirmative Action Grievance Committee and/or EEO/Affirmative Action Officer and approved by the President and/or State Board of Education.

\* Hereafter may be referred to as "individuals with legally protected status".

B. Idaho State University endeavors to achieve equal educational opportunity for ~~minority, persons with disabilities and women students~~individuals with legally protected status through recruitment, admission, curricular and extracurricular programs, advising and retention practices, and student aid and employment. The following procedures are basic to this policy:

1. The University will encourage women, minority group members and persons with disabilities to enroll. ~~\* Hereafter may be referred to as “federally designated groups”.~~
2. The University favors the active recruitment of ~~federally designated minority group members, women and persons with disabilities~~individuals with legally protected status through available programs: ~~such as Talent Search, Upward Bound, Special Services~~TRIO Student Services, ADA & Disabilities Resource Center, Veterans’ Affairs, Scholarships, and Financial Aid.

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