



Policy # 53020

EQUAL EMPLOYMENT OPPORTUNITY

Effective Date: June 19, 2009

Revised Date: October 29, 2020

Responsible Office: Equal Employment Opportunity and Human Resources

Division: Operations

I. PURPOSE/OBJECTIVE

To provide a strong statement regarding compliance with state and federal laws and regulations providing for equal employment opportunity, equal education opportunity and affirmative action without discrimination because of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other non-merit based factors.

II. STATEMENT OF POLICY

Grambling State University will make all decisions regarding recruitment, hiring, promotion, transfer, suspension, termination, layoff, and all other terms and conditions of employment without discrimination because of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other non-merit based factors which cannot lawfully be the basis for an employment decision. The University makes reasonable accommodations to the religious observances and national origin practices of an employee or prospective employee. The University also makes reasonable accommodations to the physical and mental limitations of a disabled veteran or non-veteran employees or applicant unless such accommodations place undue hardship on the successful operation of the University.

Through its Affirmative Action Plan, Grambling State University commits itself to satisfying legal obligations as well as to the affirmative responsibilities set forth in the following laws and regulations:

- A. Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972. Grambling State University does not discriminate with respect to any condition of employment, or against any applicant for employment regarding race, color, gender, religion, or national origin.
- B. Title IX of the Education Amendments of 1972 and the implementing regulations. Grambling State University provides educational, vocational, and employment opportunities to all persons without regard to gender.

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- C. In accordance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulations. Grambling State University does not discriminate because of disabilities in providing educational, vocational and employment opportunities to all persons.
- D. Americans with Disabilities Act of 1990 (ADA). Those protected by the ADA include but are not limited to persons with such conditions as: hearing, and visual impairments, paraplegia and epilepsy, past alcohol use, past drug use and AIDS if there is no direct threat to the health and safety of others.

Grambling State University will take affirmative action to ensure that the provisions of Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972 are implemented at all levels of administration.