

Shawnee State University

AREA:	UNIVERSITY-WIDE POLICY	POLICY NO.:	5.01 REV.
		ADMIN. CODE:	3362-5-02
		PAGE NO.:	1 OF 2
		EFFECTIVE DATE:	6/13/97
SUBJECT:	NON-DISCRIMINATION POLICY	RECOMMENDED BY:	Univ. Senate AAC
		APPROVED BY:	Dr. Clive Veri

1.0 PURPOSE

Shawnee State University is committed to complying with non-discriminatory legislation and implementing affirmative action employment guidelines. In an effort to accomplish these goals, the University intends to act in accordance with applicable federal and state statutes, regulations, and/or guidelines as they exist and may be amended from time to time.

2.0 REQUIREMENT FOR EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION STATEMENT

By law, the Rehabilitation Act of 1973 (Section 504) and Title IX of the Education Amendments of 1972, the University is required to include statements of nondiscrimination in its publications that are designed for recruitment and admissions purposes.

In accordance with the Rehabilitation Act of 1973 (Section 504), the University is required to state in all publications either directly or indirectly related to recruitment and admissions that it does not discriminate on the basis of handicap. With this statement, the University is required to publish the name, address, and phone number of the employee designated by the institution to coordinate activities pursuant to this legislation.

Title IX of the Education Amendments of 1972 requires that the content of University publications does not imply discrimination on the basis of sex and includes a statement to that effect. In addition, the University must publish the name, address, and telephone number of the employee designated by the University to be responsible for the coordination of activities pursuant to this legislation.

3.0 INSTITUTIONAL STATEMENT OF NON-DISCRIMINATION

The following statement is to be included in all University publications as deemed appropriate:

Shawnee State University does not discriminate in its education or employment programs, policies, or practices on the basis of race, creed, sex, color, national or ethnic origin, religion, marital status, age, sexual orientation, Vietnam-era or qualified disabled veteran status, or qualified handicap. Accordingly, Shawnee State University complies with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Age Discrimination Act in Employment of 1967, the Age Discrimination Act of 1975, the Equal Pay Act of 1963, Sections 503 and 504 of the Rehabilitation Act of 1973,

the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Americans with Disabilities Act, Ohio Fair Employment Practices, Ohio Equal Pay Act, and other applicable federal and state statutes, regulations, and/or guidelines as they exist and may be amended from time to time.

For information relative to complaint procedures established at the University to address possible violations of laws and/or policies against discrimination, inquiries should be made to the Affirmative Action Coordinator located in the Personnel Office, Commons Building, extension 2398, or the Assistant to the President, located in the Office of the President, Commons Building, extension 2283, or Director, Ohio Civil Rights Commission, 220 Parsons Ave., Columbus, OH 43266, or Director, Office for Civil Rights, U.S. Department of Education, Region V, 401 S. State St., Chicago, IL 60605, or Assistant Secretary for Civil Rights, U.S. Department of Education, Washington, DC 20202, or Equal Employment Opportunity Commission (EEOC), Tower City Skylight Office Tower, Suite 859, 1660 West Second St., Cleveland, OH 44113145 4.

4.0 AFFIRMATIVE ACTION IN EMPLOYMENT

Shawnee State University is a voluntary affirmative action employer (29 CFR Part 1608). A voluntary affirmative action employment plan will be implemented in accordance with Ohio Administrative Code 123:1-49-04 and periodically reviewed. The affirmative action plan will be terminated when the minority composition of the University work force is substantially equal to the minority composition of the pool of potential employees for three consecutive years.

Adopted 4/29/91; Revised 12/7/92; Revised 6/13/97