Shawnee State University

POLICY TITLE:	EQUAL OPPORTUNITY POLICY
POLICY NO. :	5.38
ADMIN CODE:	3362-5-38
PAGE NO.:	1 OF 1
EFFECTIVE DATE:	10/28/2026
NEXT REVIEW DATE:	10/2031
RESPONSIBLE OFFICER:	CHIEF OPERATING OFFICER
APPROVED BY:	BOARD OF TRUSTEES

POLICY STATEMENT

Shawnee State University is committed to providing a campus environment free from discrimination and harassment. The University prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, age, national origin, ethnicity, national ancestry, sex, pregnancy, gender, gender identity or expression, sexual orientation, military service or veteran status, mental or physical disability, or genetic information.

1.0 This policy serves to ensure that employment actions and access to university-sponsored programs will be administered in accordance with applicable federal, state, and/or local laws, ordinances, regulations, or orders.

2.0 The President will ensure the establishment of procedures necessary to implement this policy effectively.

History:
Effective: 04/22/2022
Reviewed: 10/28/2026

Applicable Procedures: 5.38:1 Recruitment & Selection Guidelines – Employees
5.38:2 Employment Eligibility & Visa Sponsorship