



HUMAN RESOURCES POLICIES AND PROCEDURES

Area:	Basic Policies and Appointment	Number:	2040
Subject:	Affirmative Action / Equal Employment Opportunity	Issued:	7/2008
Applies To:	Faculty and Staff and Job Applicants	Revised:	
Sources:	University Policy, Diversity Office	Page(s):	1 of 2

Purpose

Georgia Southern is committed to nondiscrimination on the basis of race, color, sex, sexual orientation, national origin, religion, age, veteran status, political affiliation, or disability.

Policy

The University's Equal Employment/Affirmative Action Plan provides equal employment opportunities to all qualified individuals and promotes opportunities for individuals in certain protected classes. This program is administered in concert between the Office of Diversity Services and the Department of Human Resources.

A copy of the full text of Georgia Southern's EEO/AA policy statement and Affirmative Action Program is available for inspection in the Office of Diversity Services, Department of Human Resources, and the Henderson Library during regular business hours.

Reaffirmation of the University's Equal Opportunity and Affirmative Action Policy

It continues to be the policy of Georgia Southern University to implement equal opportunity to all employees, students, applicants for employment or admission, and participants in any of the University's programs without regard to race, color, sex, sexual orientation, national origin, religion, age, veteran status, political affiliation, or disability. Georgia Southern University is committed to the fulfillment of this policy which prohibits any employee, student, or patron from unlawfully harassing, threatening or physically or verbally abusing another individual with the intent of unreasonably interfering with that person's work or academic performance or of creating an intimidating, hostile, or offensive work or academic environment.

Procedure

As an equal opportunity institution, Georgia Southern University is committed to nondiscriminatory practices consistent with federal and state requirements and objectives, including Executive Order 11246, as amended, Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, The Age Discrimination in Employment Act of 1974, Vietnam Era Veterans' Readjustment Act of 1974, as amended, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, and their implementing regulations.

Responsibility for ensuring continued implementation of this policy has been assigned to the Office of Diversity

Services. Any questions regarding the University's policy of equal opportunity should be addressed to the Director of Diversity Services at (912) 478-5136 or TDD (912) 478-0273.

In compliance with the regulations listed above, Georgia Southern University does not discriminate against any employee, student, applicant for employment, or applicant for admission in regard to any position for which the individual is qualified.

Georgia Southern University will provide reasonable accommodation to all employees, applicants for employment, students, and patrons who have physical and/or mental disabilities. Georgia Southern University will take affirmative action to employ and advance in employment persons who are qualified disabled veterans, veterans of the Vietnam Era, or other covered veterans.

All University employees are expected to comply with the Institution's equal opportunity policy and practices and to demonstrate commitment to the University's equal opportunity objectives. All members of the staff, faculty, and student body are expected to embrace this policy and ensure that the Institution's commitment to nondiscrimination is followed and upheld. A copy of the University's *Affirmative Action Program* is available for inspection in the Office of Diversity Services (Room 1066 of the Rosenwald Building) and at the reference desk of the Henderson Library.

For more information about the procedures for reporting discrimination, contact the Office of Diversity Services at (912) 478-5136 or TDD (912) 478-0273.