

HEADS UP

UPDATES AND ISSUES

DIVERSITY AND
CIVIL RIGHTS



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Affirmative Action, Equal Employment Opportunity, and Diversity: Putting the Pieces Together

Affirmative Action (Mandated) Civil Rights Act of 1964

Race, Color, Religion, Sex, and
National Origin

Provide opportunities to a class of qualified individuals who have either historically or actually been denied. Targets outreach to under-utilized groups and measures good faith efforts in making affirmative action progress for minorities and women.

Equal Employment Opportunity (Mandated)

Age Discrimination Act of 1967;
Title IX of the Education Amendments of
1972; Rehabilitation Act of 1973; The
Americans with Disabilities Act of 1990,
Titles I and V; Civil Rights Act of 1991;
Executive Order 12250; Executive
Order 13160; Executive Order 13166;
ADA Amendments Act of 2008

Diversity (Optional, NIFA and USU supports diversity)

Educational background, Geographic
location, Military experience, Work
experience, Job classification, other
groups

Diversity is about appreciating the variety of characteristics that make individuals unique in an atmosphere that promotes and celebrates individual and collective achievement.

Race, Sex, Color, National Origin
including Limited English Proficiency (LEP),
Disability, Religion, Age, Sexual Orientation,
Status as a Parent, Medical Condition

Strives to make sure workplaces are free from all forms of unlawful discrimination and harassment, and not disadvantage people because they belong to particular groups. The principle behind EEO is that everyone should have the same access to opportunities.

USDA National Institute of Food and Agriculture - The mission of the Equal Opportunity Staff (EOS) is to provide national leadership and guidance to ensure that NIFA and its state land-grant university partners receiving NIFA funds comply with federal nondiscrimination laws and related USDA department rules and regulations. Through on-site compliance reviews at state land-grant universities and collection of program and employment data, EOS ensures that recipients of research and extension programs have equal access to all program services. USU Extension's compliance review by NIFA is scheduled for September 2014.

“Utah State University is an affirmative action/equal opportunity institution.”