



AFFIRMATIVE ACTION/EQUAL OPPORTUNITY OFFICE

FOR MORE INFORMATION ON AA- AND EO-RELATED ISSUES CONTACT:

USU Affirmative Action/Equal Opportunity Office
Military Science Building, Room 216 (Southeast Entrance)
<http://www.usu.edu/aaco/index.html>

9535 Old Main Hill
Logan, Utah 84322-9535

TEL: (435) 797-1266
FAX: (435) 797-0291

WHAT DOES THE AFFIRMATIVE ACTION/ EQUAL OPPORTUNITY OFFICE DO?

Utah State University is dedicated to providing an equal opportunity climate and an environment free from illegal discrimination and harassment. In accordance with established laws, the University prohibits discrimination and harassment based on race, color, religion, sex (to include sexual harassment and pregnancy), national origin, age, disability, or veteran's status. In addition, discrimination and harassment on the basis of sexual orientation for employees in all aspects of employment and for students in academic programs and activities is prohibited by USU Policy (USU Policy Number 303: Affirmative Action/Equal Opportunity). The USU Affirmative Action/Equal Opportunity (AA/EO) Office assists faculty, staff, students and recipients of University services/programs in implementing both anti-discrimination laws and University policies and in creating an environment where diversity is valued. We also work to ensure access to USU educational and employment opportunities for groups that have traditionally faced barriers to opportunities in these areas, and assisting leadership in overcoming the conditions resulting from past discrimination. With this in mind, the AA/EO Office focuses on a variety of responsibilities which include (but are not limited to):

- Developing affirmative action policies, plans and programs at USU aimed at increasing the participation in the employment processes of underrepresented groups of women, minorities, people with disabilities, and veterans.
- Monitoring the representation and status of underrepresented groups at USU who are prospective or current faculty or staff.
- Enhancing awareness of and sensitivity toward diversity and "differences."
- Providing training on affirmative action/equal opportunity laws, policies, prevention of sexual harassment, valuing diversity, and other related topics.
- Investigating, processing and assisting to resolve illegal discrimination and harassment (including sexual harassment) complaints.
- Acting as Title IX and Section 504 Coordinator for the University

WHAT IS AFFIRMATIVE ACTION?

Affirmative Action is designed to redress imbalances of minorities and women in the workforce. U.S. Presidential Executive Order 11246 (as amended) requires USU, as a federal contractor, to take affirmative steps to recruit, hire, and advance women and minorities when they are underrepresented in the University workforce and are qualified and available in the labor force. The Executive Order prohibits discrimination and requires USU to proactively undertake "good faith efforts" to determine underutilization of women and minorities in our workforce and to proactively work towards our affirmative action goals.

While affirmative action goals are not established for people with disabilities or veterans, the University also undertakes affirmative steps to recruit, hire, and advance people with disabilities and veterans, as required by the Rehabilitation Act of 1973; the Vietnam Era Veteran's Readjustment Assistance Act of 1974 (as amended); and the Jobs for Veterans Act (JVA) of 2002..

The University Affirmative Action Program (AAP) is published annually and is available for review in the AA/EO Office.

WHAT IS EQUAL OPPORTUNITY?

Equal Opportunity in employment and education is an essential priority for USU, and one to which the University is deeply committed. USU is dedicated to providing an equal opportunity climate and an environment free from illegal discrimination and harassment to faculty, staff, students, and the entire University community. In accordance with established laws and policies, the University prohibits discrimination and harassment based on race, color, religion, sex (to include sexual harassment and pregnancy), national origin, age, sexual orientation, disability or veteran's status.

WHAT ARE THE LAWS/POLICIES THAT RELATE TO EQUAL OPPORTUNITY?

• Laws Relating Specifically to Students

- **Title IX of the Educational Amendments of 1972 (Higher Education Act)** prohibits discrimination and/or harassment based on gender and includes sexual harassment, pregnancy and equal opportunity in athletics.

• **Title VI of the Civil Rights Act of 1964** prohibits discrimination and/or harassment based on race, color and national origin.

• **Title II of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973** prohibits discrimination and/or harassment based on disabilities and requires “reasonable accommodations.”

• **The Age Discrimination Act of 1975** prohibits discrimination and/or harassment based on age.

● **Laws Focusing on Employment**

• **Title VII of the Civil Rights Act of 1964** prohibits discrimination and/or harassment in employment based on race, color, national origin, religion, or sex (including sexual harassment and pregnancy, childbirth, or related medical conditions).

• **Equal Pay Act of 1963** requires equal pay for men and women doing substantially equal work and requiring substantially equal skill, effort, and responsibility under similar working conditions.

• **Age Discrimination in Employment Act (ADEA) of 1967 as amended:** prohibits arbitrary discrimination in employment on the basis of age (40 and above).

• **Section 503 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990** prohibits discrimination and/or harassment based on disabilities and requires federal contractors to take affirmative action to employ and advance in employment qualified persons with disabilities and make “reasonable accommodation” where appropriate.

• **Section 402 of the Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA) of 1974** prohibits discrimination and/or harassment and obligates the University to employ and advance in employment, disabled veterans of all wars, Vietnam Era, and other qualified veterans. This has been modified by the **Jobs for Veterans Act (JVA) of 2002.**

• **The Uniformed Services Employment and Reemployment Rights act (USERRA) of 1994** protects civilian job rights and benefits for veterans and reservists called to active duty.

- **Women’s Center/Re-entry Student Center**
Director - 797-1728
- **Disability Resource Center**
Director - 797-2444 or 797-0740 (voice/TTY)
- **Disability Parking**
Parking Director - 797-3414
- **USU Children’s House (Child Care)**
Director, 797-3657
- **Counseling Center**
Director - 797-1012
- **Veterans’ Affairs Office**
797-1102
- **Student Support Services**
Director, 797-3372
- **Sexual Assault and Anti-Violence Information (SAAVI) Office**
Coordinator, 797-1510
- **GLBTA (Gay, Lesbian, Bi-Sexual, Transgender and Allied) Services**
Coordinator, 797-9882

Employee Associations at USU

- Faculty Senate
- Professional Employees Association (PEA)
- Classified Employees Association (CEA)

WHERE CAN AN INDIVIDUAL GO IF HE OR SHE HAS AN ISSUE OR COMPLAINT THEY BELIEVE COULD BE ILLEGAL DISCRIMINATION OR HARASSMENT?

Any University employee, student, prospective employee or student, or recipient of University services who believes he or she has been discriminated against or harassed on the basis of race, color, religion, sex, national origin, age, sexual orientation, disability or veterans status is encouraged to discuss his or her issue(s) with **the Affirmative Action/Equal Opportunity Office staff located in Room 216 in the Military Science Building (enter through the southeast entrance), or to call 797-1266.**

Utah State University Policy Number 305 (*Discrimination Complaints*) provides information on the procedures used in filing and investigating a complaint of illegal discrimination.

REFERRAL SERVICES

Discrimination Issues/Complaints

- **Affirmative Action/Equal Opportunity Office**
797-1266 (NOTE: The Director of the AA/EO Office is designated as Title IX and Section 504 Coordinator for the University)

Employee Relations/Management Issues

- **Office of Human Resources**
Director - 797-1812
Employee Relations - 797-1813

University Services

- **Multicultural Student Services**
Director - 797-1733

RETALIATION PROHIBITED!

The University (or any of its employees and/or students) is prohibited from retaliating against an individual who has made charges, testified, assisted with or participated in any way in any proceeding, investigation or hearing, or brought forth issues in regard to the violations or alleged violations of laws or orders relating to equal educational and/or employment opportunity.