

Civil Rights Terms and Definitions

Equal Employment Opportunity - All personnel activities are conducted in a manner that assures equal opportunity for all, based solely on individual merit and fitness of applicants and employees, related to specific jobs and without regard to race, color, religion, sex, age, national origin, mental and physical disability, political affiliation, or other non-merit factors.

Affirmative Action - A set of specific and result-oriented procedures designed to correct differential treatment of individuals or groups of people. Progressive steps taken to achieve compliance with Civil Rights, Equal Employment Opportunity rules, laws, and regulations.

Title VI, Civil Rights Act of 1964 - "No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

Section 703(a), Title VII, Civil Rights Act of 1964 (as amended by the Equal Employment Opportunity Act of 1972) - Prohibits discrimination based on sex, as well as on race, color, religion, and national origin in hiring or firing, wages, fringe benefits, classifying, referring, assigning, or promoting, extending or assigning use of facilities, training, retraining, or apprenticeships, or any other terms, conditions, or privileges of employment.

USDA Regulations Implementing Title IX of the Education Amendments of 1972 as amended April 1979 - To eliminate and prohibit sex discrimination against participants (beneficiaries) and employees of educational programs or activities receiving or benefiting from Federal funds.

Rehabilitation Act of 1973, Sections 503 and 504 as amended - Prohibits employment discrimination on the basis of a disability in a program or activity receiving federal financial assistance; and requires affirmative actions to employ and advance in employment qualified individuals with disabilities who with reasonable accommodations, can perform the essential functions of a job.

Americans with Disabilities Act of 1990 - A federal anti-discrimination statute designed to remove barriers which prevent qualified individuals with disabilities from enjoying the same employment opportunities that are available to persons without disabilities.

Individual with a Disability - The Americans with Disabilities Act states that an individual with a disability is a person who has: a physical or mental impairment that substantially limits one or more major life activities; a record of such an impairment; or is regarded as having such an impairment.

Section 2(b), Age Discrimination in Employment Act of 1967 - It shall be unlawful for an employer to fail or refuse to hire or to discharge any individual or otherwise discriminate against any individual with respect to their compensation, terms, conditions, or privileges of employment, because of such individual's age; to limit, segregate, or classify their employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect their status as an employee, because of such individual's age; or reduce wage rates of any employee in order to comply with this chapter.

National Origin Discrimination - The denial of equal employment opportunity because of an individual's, or his or her ancestors' place of origin, or because an individual has the physical, cultural, or linguistic characteristics of a national origin group.

Sexual Harassment - Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature...

Public Notification - A series of communication methods which advise individuals and "grass roots" organizations about program availability on a nondiscriminatory basis, and procedures for filing a complaint.

"All Reasonable Efforts" - A combination of actions designed to communicate to all persons that USU sponsored activities are open and that everyone is welcome and encouraged to become program participants.

Documentation - Written records which reflect adequately the reasonable efforts made by USU personnel and sponsored groups to have integrated (formally balanced) membership.

Diversity - Differences among people with respect to age, class, gender, physical and mental ability, race, sexual orientation, spiritual practices, and other human differences.

Ethnic Group - A family of people who have a common social-psychological referent, such as race, religion, and/or national origin.

Multiculturalism - A philosophy that recognizes, accepts, and integrates the contributions and achievements by all people into the social fabric of the community in which they exist. Multiculturalism requires an understanding of and respect for the historical bases of the belief system and traditions of various groups to develop their members socially, emotionally, spiritually, intellectually, and physically.