



# AFFIRMATIVE ACTION/ EQUAL OPPORTUNITY OFFICE

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

USU Affirmative Action/Equal Opportunity Office  
Old Main, Room 161 (Near South Entrance)  
<http://www.usu.edu/aaeo>

1475 Old Main Hill  
Logan, Utah 84322-1475

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 discrimination and harassment. In accordance with established laws and policies, the University prohibits discrimination and harassment based on: race; color; religion; sex (including sexual harassment, pregnancy, child birth and pregnancy-related conditions); national origin; age; genetic information; sexual orientation or gender identity/expression; disability; status as a protected veteran; or any other status protected by University policy or local, state, or federal laws. 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 applicable 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 protected veterans.
- Monitoring the representation and status of underrepresented groups at USU who are prospective or current faculty or staff.
- 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 Coordinator for the University
- Assisting and advising USU organizations and programs on how to enhance awareness of and sensitivity toward diversity and "differences."

## 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 protected veterans, the University also undertakes affirmative steps to recruit, hire, and advance people with disabilities and protected 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, the Office of Human Resources, and at the reserve desk in the Library.

## 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 as outlined in the opening paragraph above.

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

### • Laws Relating Specifically to Students

- **Title IX of the Education Amendments of 1972 (Higher Education Act)** prohibits discrimination and/or harassment based on sex/gender and includes all forms of sexual misconduct (i.e., sexual harassment, rape and sexual assault) and pregnancy/pregnancy related issues.

- **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 as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008, 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/gender (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 as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008** 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 as modified by the Jobs for Veterans Act (JVA) of 2002** prohibits discrimination and/or harassment and obligates the University to employ and advance in employment, disabled veterans of all wars, and other qualified veterans.
    - **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.
    - **Title II of the Genetic Information Nondiscrimination Act (GINA) of 2008** prohibits discrimination based on genetic information.
    - **Utah Antidiscrimination Act (Utah Code - Title 34A - Chapter 05)** reinforces many federal discrimination prohibitions as identified above.
    - **Governor’s Executive Order 206-0012, Issued December 13, 2006** prohibits unlawful 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 Coordinator for the University)

## • Employee Relations/Management Issues

### **Office of Human Resources**

Director/Employee Relations - 797-1812

ADA for employees - 797-5475

## University Services

- **Access and Diversity Center (LGBTQA; multicultural students; student services for veterans; and services for non-traditional students)**  
Director - 797-1728
- **Center for Women and Gender**  
Director - 797-9222
- **Disability Resource Center**  
ADA for students and Section 504 Coordinator  
Director - 797-2444 or 797-0740 (voice/TTY)
- **Disability Parking**  
Parking Director - 797-3414
- **Counseling & Psychological Services**  
Director - 797-1012
- **Student Support Services**  
Director, 797-3372
- **Sexual Assault and Anti-Violence Information (SAVI) Office**  
Coordinator, 797-1510

**Employee Associations at USU** include the Faculty Senate; Professional Employees Association (PEA); and 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 (including sexual harassment and pregnancy), national origin, age, sexual orientation, disability or status as a protected veteran, is encouraged to discuss his or her issue(s) with the **AA/EO Office staff located in Room 161 in Old Main ( near the south 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 and/or harassment.

### **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.