

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 21

DATE:
Sept. 22, 2009

RECOMMENDATION

REVISION OF NONDISCRIMINATION POLICIES

ACTION REQUESTED

It is recommended that the Board of Regents approve the attached revisions of University's Equal Employment Opportunity/Affirmative Action Policy – 3.1.2 and Civil Rights Policy – 3.1.3.

STAFF SUMMARY

In June 2009 the Board of Regents amended its Bylaws. The amendment included a revision of the Bylaws' nondiscrimination statement. For consistency, the attached revised Equal Employment Opportunity/Affirmative Action Policy and revised Civil Rights Policy incorporate the revisions made to the Board Bylaws' nondiscrimination statement. In addition, a reference to "harassment" has been added to the Civil Rights Policy to make clear that the policy prohibits unlawful discrimination and harassment. Finally, the "Responsibility for Implementation" section of the Equal Employment Opportunity/Affirmative Action Policy has been revised by deleting reference to the prior reporting structure for the Director of Diversity and Affirmative Action.

FISCAL IMPLICATIONS

None.

RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

____K. McKanders_____
University Executive Officer

Date

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The President and all persons with hiring authority will continue to establish and follow result-oriented procedures to implement these policies of equal employment opportunities and affirmative action. The Director of Diversity and Affirmative Action will monitor the progress of the

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program as it is defined herein and redefined as progress is being made in reaching and maintaining the goal of equal employment opportunity.

The University shall communicate to prospective employees the existence of the University's affirmative action program and make available such elements of the programs as will enable such prospective employees to know of and avail themselves of its benefits.

If employees are pictured in consumer or help-wanted advertising, both minority and majority men and women should be shown.

The University shall send written notification of policies to all subcontractors, vendors and suppliers requesting appropriate action on their part.

The University's affirmative action and equal employment opportunity policies and procedures shall be available to the public through the Office of Diversity and Affirmative Action, Human Resources Office and the Office of Assistant Vice President for Academic Affairs.

RESPONSIBILITY FOR IMPLEMENTATION

The President of Eastern Michigan University is responsible for the overall implementation of this program. However, each vice president, dean, director, department head, and other supervisory personnel has specific responsibility for developing and implementing the program in relation to recruitment, employment, promotion and salary progression within his or her functional areas of responsibility. These individuals shall be evaluated on the basis of their performance in the implementation of the University's equal employment opportunity and affirmative action policies by their immediate supervisors.

The Director shall have the responsibility of coordinating all aspects of the equal employment opportunity and affirmative action program. The Director shall advise the President concerning statements of policy and the identification of problem areas; assist in arriving at methods for solutions to problems; provide the necessary procedural guidance; and coordinate the efforts in complying with these programs among the various departments.

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The Director shall work with the vice presidents, deans, directors, department heads and other supervisory personnel to establish guidelines for implementation, along with goals and timetables where required by law. The goals and timetables shall be reviewed and updated periodically. The goals and timetables shall specify those areas requiring particular attention and what is specifically expected to be done to carry out the responsibilities of the program, along with the necessary time schedules for the achievement of results. Eastern Michigan University will implement an affirmative action program for handicapped persons consistent with the regulations of Sections 503 and 504 of the Rehabilitation Act of 1973.

SCOPE OF POLICY COVERAGE

The above policy covers all University employees and individuals seeking employment with the University.

Authority for Creation or Revision
Minutes of the Board of Regents: May 16, 1973, para. .1236M. January 23, 1996, para. .5068M. June 17, 2003, para. .6132M.

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<div> <div>Chapter Name</div> <div>EMPLOYMENT/AFFIRMATIVE ACTION</div> </div>	<div> <div>Chapter No.</div> <div>3.1.3</div> </div>			<div> <div>Page</div> <div>Page 1 of 2</div> </div>
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UNIVERSITY POLICY STATEMENT

Eastern Michigan University shall not discriminate against any person because of race, color, religion, creed, sex, age, national origin, ancestry, marital status, veterans status, Vietnam-era veterans status, non-relevant mental or physical disability, or any other protected status, as provided for and to the extent required by state and federal statutes. Further, the University shall not discriminate against any person because of sexual orientation, gender identity or expression. The University shall work for the elimination of improper discrimination and harassment in the areas listed above in regards to: (1) employees and students; (2) in organizations recognized by the University, and (3) from non-university sources where students and employees of the University are involved.

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The sexual orientation, gender identity or expression provisions of this policy shall not prohibit the University from maintaining relationships with agencies of the federal government, and shall not be applied to conflict with any provisions of the Michigan Constitution. Further, except where approved by separate action of the Board of Regents the sexual orientation, gender identity or expression provisions of this policy shall not apply to employment benefits, family housing, financial aid packages and student residency status.

RESPONSIBILITY FOR IMPLEMENTATION

The President of Eastern Michigan University is responsible for the overall implementation of this policy. The Director of Diversity and Affirmative Action is primarily responsible for the day to day implementation and enforcement of the policy.

SCOPE OF POLICY COVERAGE

The policy covers all operations and activities of the University.

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Minutes of the Board of Regents: October 3, 1966, para. .436M. January 23, 1996, para. .5067M.
June 17, 2003, para. 6132M.