

**Content**

Introduction .....2  
Statement of Policy .....2  
Procedures .....2  
Administrative Responsibility.....3

**PPP-04 Employment Opportunity, Affirmative Action and Discrimination**

---

**Introduction**

East Tennessee State University (ETSU) is fully in accord with the belief that educational and employment opportunities should be available to all eligible persons without regard to race, creed, color, sex, religion, age, ethnic or national origin, physical or mental disabilities, veteran status, or sexual orientation/gender identity.

The University fully complies with Executive Order 11246, as amended; the Rehabilitation Act of 1973; the American with Disabilities Act (ADA) of 1990; the Vietnam Era Veterans Readjustment Act of 1974, as amended; the Equal Pay Act of 1963, as amended; the Age Discrimination in Employment Act of 1967, as amended the Age Discrimination Act of 1975; the Pregnancy Discrimination Act; applicable state statutes and all regulations promulgated pursuant thereto.

It is the intent of ETSU that its campus be free of harassment on the basis of sex, race color, religion, national origin, age or any other protected status and will fully comply with the anti-harassment provisions of Title VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972, as amended, the federal and state constitutions, and all other applicable federal and state statutes.

**Statement of Policy**

ETSU will not discriminate against any employee or applicant for employment because of race, color, religion, ethnic or national origin, sex, disability, age, veteran status, or sexual orientation/gender identity. Similarly, the University shall not, on the basis of a protected status, subject any student to discrimination under any educational program. No student shall be discriminatorily excluded from participation in nor denied the benefits of any educational program on the basis of a protected status.

ETSU specifically finds that diversity of students, faculty, administrators and staff is a crucial element of the educational process and reaffirms its commitment to enhancing education through affirmative action to increase diversity at all levels.

**Procedures**

ETSU will take affirmative action to ensure that all individuals are treated during the employment process without regard to their race, color, religion, ethnic or national origin, sex, disability, age, veteran status, or sexual orientation/gender identity. Such action shall include, but not be limited to, actions to:

1. Recruit, hire, train, and promote persons in all job titles, without regard to any of the foregoing prohibited factors;
2. Base decisions on employment so as to further the principle of affirmative action and equal employment opportunity;
3. Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and
4. Insure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, and institution or school sponsored training, education, tuition assistance, and social and recreation programs will be administered without regard to any of the foregoing prohibited factors.

It is the policy of ETSU to maintain a campus environment as a place of work and study for faculty, staff and students, free of sexual harassment and harassment on the basis of race, color, religion, ethnic or national origin, age, veteran status or sexual orientation/gender identity. Such harassment is a form of

**PPP-04 Employment Opportunity, Affirmative Action and Discrimination**

---

discrimination and harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated.

**Administrative Responsibility**

The President of ETSU shall be responsible for the development and implementation of the University's equal employment opportunity and affirmative action program as well as assuring that illegal discrimination and harassment is investigated and educational efforts regarding discrimination and harassment take place in carrying out this responsibility, the President shall:

1. Appoint an EEO/AA Officer who will be responsible for promoting and assuring compliance with this policy and with all applicable laws and regulations, receiving and investigating complaints, reviewing the effectiveness of the program and recommending improvements to the President.
2. Insure that affirmative action plans are developed annually and implemented as a means of aggressively pursuing the principles of equal employment opportunity.  
Develop affirmative action goals and timetables directed toward correcting problem areas and situations, contributing to the underutilization, under representation, or inequitable treatment of protected class employee.
3. Provide positive leadership in the implementation of the affirmative action program on the campus and insure that appropriate attention is devoted to the program in staff and faculty meetings. This shall include informing all management officials and supervisors that their performance evaluation will be partially determined by the effectiveness of their participation in the equal opportunity and affirmative action programs.
4. Designate the EEO/AA Officer to be responsible for gathering and reporting data related to the equal employment and affirmative action plan.
5. Assure policies and procedures are instituted to deal with all forms of discrimination and harassment, including a procedure for the EEO/AA Office to receive and investigate complaints and recommend necessary action to the President.
6. Designate the EEO/AA Officer as the staff person responsible for the development and implementation of educational efforts regarding all types of illegal harassment, affirmative action, equal opportunity, and discrimination.

If an employee or applicant believes he/she has been discriminated against based upon race, creed, color, sex, religion, age, national origin, disability, veteran status, or sexual orientation/gender identity, he/she can seek resolution of the problem by filing a complaint directly with the EEO/AA Officer. ETSU will not retaliate against a person who files a charge of discrimination, participates in an investigation or opposes an unlawful employment practice. Contact the EEO/AA Officer (206 Dossett Hall) for additional information and assistance.

*Source: Tennessee Board of Regents Personnel Policy No. 5:01:02:00*

Related Documents:

*U.S. Equal Employment Opportunity Commission Statement on Employment Discrimination Based on Religion, Ethnicity, or Country of Origin*

*EEOC Joint Statement against Employment Discrimination in the Aftermath of the September 11 Terrorist Attacks*

*Tennessee Board of Regents Title IX FACT SHEET*