

<b>Governing Body:</b>	Southern Oregon University	<b>Date Approved:</b>	September 18, 2008
<b>Policy Contact:</b>	Human Resources	<b>Approved By:</b>	President
<b>Custodial Office:</b>	Human Resources		
<b>Related Policy:</b>			

**A. Description**

The purpose of this policy is to officially and publicly state Southern Oregon University's commitment to nondiscrimination in all employment actions, practices, procedures, conditions of employment, and programs.

**B. Definition(s)**

N/A

**C. Policy Statement**

Affirmative Action and equal employment opportunity are more than a mere response to legal requirements imposed by the federal government---they are a moral responsibility. At Southern Oregon University, we accept this responsibility with sensitivity and diligence as we strive to make our university a place where each person can work, live, and learn in an environment free from discrimination.

The University administers its policies and programs without regard for race, age, color, sex, religion, national origin, martial, disability, sexual orientation, gender identity and or expression, or veteran status.

Through Affirmative Action, we affirm our commitment to maintain equal employment opportunity for all people. The university’s goals are developed to ensure that this commitment is manifested in all aspects of employment including advertisement, recruitment, selection, promotion, demotion, transfer, tenure, compensation and selection or training. Students are provided access to educational opportunities, financial assistance, and social and recreational programs that are free from bias.

Managers and supervisors are aware that complete cooperation is expected in the execution of Affirmative Action goals. Their efforts to achieve a work force where minorities, females and protected class individuals are represented equitably are recognized as one criterion on which performance evaluation is based. Supervisors and managers are responsible for maintaining an atmosphere that (1) fosters fair evaluations; (2) condemns sexual and racial harassment; and (3) promotes opportunity for achievement and advancement.

The University’s Director of Affirmative Action is responsible for implementing, monitoring, and evaluating our program. Anyone desiring information regarding the University’s affirmative action program should contact Human Resource Services, 541-552-8553.

This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval.

**D. Relevant Authority**

ORS 243.305

**E. Other Information**

N/A

The Policy Contact, defined above, will write and maintain the procedures related to this policy and these procedures will be made available within the Custodial Office.