

3359-38-01 Affirmative action policy and program.

(A) Statement of policy.

- (1) The university of Akron is an equal education and employment institution operating under nondiscrimination provisions of Title VI, Ohio Revised Code; Titles VI, VII of the Civil Rights Act of 1964, as amended; and Title IX of the Educational Amendments of 1972, as amended; Executive Order 11246, as amended; Vocational Rehabilitation Act section 504; Vietnam Era Veterans' Readjustment Act, as amended; Age Discrimination in Employment Act of 1967, as amended; Title II of the Genetic Inform

(B) Laws and regulations governing equal employment opportunity.

(1) The Equal Pay Act of 1963 requires every employer to pay employees equal pay for equal work on jobs the performance of which requires equal skill, effort, and

of sex in any of its education programs and activities and is required by Title IX not to discriminate in such a manner. Questions regarding Title IX may be referred to the university's Title IX coordinator or to the United States department of education, office for civil rights. Information regarding Title IX, including the contact information for the Title IX coordinator and deputy Title IX coordinators, can be found on the university's Title IX website located at: <http://www.uakron.edu/title-ix>.

- (8) The Age Discrimination in Employment Act as amended makes it unlawful for employers, employment agencies, and labor organizations to discriminate against persons forty years of age and over in any area of employment because of age.
  - (9) Immigration Reform and Control Act of 1986 (with certain exceptions) makes it an unfair immigration-related employment practice to discriminate against any individual (other than an unauthorized alien) with respect to the hiring or recruitment or referral for a fee of the individual for employment or the discharging of the individual from employment because of such individual's national origin, or in the case of a citizen or intending citizen because of such individual's citizenship status. The act is administered by the United States department of justice.
  - (10) State law against discrimination, section 4112.02 of the Revised Code, prohibits discrimination in Ohio by reason of age, sex, disability, color, religion, national origin, military status, or ancestry in housing, public accommodation and employment in terms similar to those contained in federal statutes. This law is administered by the Ohio civil rights commission.
  - (11) Americans With Disabilities Act effective July 26, 1992, has the purpose of providing a clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities. It extends federal civil rights protection in several areas to qualified people who are considered disabled. The act prohibits covered entities from excluding people from jobs, services, activities, or benefits based on disability and provides penalties for discrimination.
  - (12) The Uniformed Services Employment and Reemployment Rights Act (USERRA), subject to eligibility criteria, has the purpose of ensuring that members of the uniformed services are enabled to return to their civilian employment upon completion of their service.
  - (13) Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral and other aspects of employment.
- (C) Affirmative action program.
- (1) Dissemination and implementation.
    - (a) Information about the affirmative action program will be provided at each orientation meeting for new academic and new nonacademic personnel being employed for all levels of service.

- (b) In order to provide upward mobility for minorities, women, persons with disabilities, and veterans, the university of Akron periodically reviews its workforce to determine whether such employees are given equal opportunity for promotion.
- (c) To assure optimum communication, interpretation and implementation of the university's EEO program at all levels

program. External contracts shall reciprocate by informing The university of Akron's office of contract compliance in writing of their willingness to meet all applicable equal opportunity and affirmative action obligations. Also, building construction and renovation must include reasonable accommodations for disabled persons.

- (v) The university of Akron shall operate an office of affirmative action/equal employment opportunity with an affirmative action/equal employment opportunity director appointed by the pr

supported by the affirmative action/equal employment opportunity director and staff. The activities of this commission include, but are not limited to:

- (a) Annual review of the affirmative action plan and publication of the results of such review.
  - (b) Hearing and investigating grievances/complaints, and allegations of violations of the plan and recommending remedies thereto.
  - (c) Making recommendations to university persons with personnel authority through the affirmative action/equal employment opportunity director regarding individual relief, implementation, enforcement, and improvement of the plan.
- (vii) The university of Akron shall not subscribe to, require, or encourage its faculty or non-teaching members to subscribe to any insurance plan which:
- (a) Does not insure equal benefits to women faculty and staff members or their spouses or survivors; or
  - (b) Take a position on pregnancy, maternity/abortion coverage contrary to the office of federal contract compliance guideline 60.20.3c (copy is available in the affirmative action/equal employment opportunity office) or Title VII of the 1964 Civil Rights Act.
- (viii) Minority, female, and disabled employees will be afforded full and complete opportunity and will be encouraged to participate in all university-sponsored educational, training, recreational, and social activities and will have equal access to university facilities. Also, building construction and renovation must include reasonable accommodations for handicapped persons. The university shall knowingly rent to or allow use of university facilities, patronize or use the facilities of any off-campus organization that has an invidiously discriminatory pattern or practice involving either membership or employment. Discriminatory patterns include, but are not limited to, those organizations whose membership or employment is closed to women and/or members of minority groups.

(2) Recruitment, training, promotion, and retention.

With these affirmative action commitments, it is necessary to review the total utilization of minority, female, veterans, and disabled group employees and to develop specific steps to accomplish necessary training where there are deficiencies. In all personnel practices of this university, every person with personnel authority and responsibility must:

- (a) Base employment decisions solely upon]TJ -16cribe -.415 -ritf559-.4(ma)8(andicap o

- (b) Insure that every full-time vacancy is communicated to the affirmative action/equal employment opportunity office prior to the announcement and publication of the job opening.
- (c) Record employees by job classifications with identification of minorities, disabled persons and females.
- (d) Record the turnaway rate for all applicants, and meet with interviewers and supervisors to determine turnaway causes and develop remedies for affirmative action deficiencies.
- (e) Insure personnel services and benefits eligible employees are provided on a nondiscriminatory basis. These services and benefits include, but are not limited to: compensation, fringe benefits, transfers, university sponsored training, education, tuition assistance, and all other similar services and benefits administered by the university.

grandparents, grandchild, brother-in-law, sister-in-law, mother-in-law, father-in-law, legal guardian or other person who may legally stand in place of a parent.

(3) Student body.

- (a) Undergraduate and graduate admissions shall be administered consistent with the objectives of the university of Akron's affirmative action plan and the Educational Amendments Act of 1972. If the proportion of minorities, women and disabled persons admitted to the university of Akron falls below a desirable ratio range, the university will actively recruit to correct this deficiency.
- (b) All scholarships, fellowships and other allowances for students as well as any other funds administered by the university of Akron personnel or other facilities shall be administered in a manner not discriminating to minority groups, women, disabled persons and shall be consistent with the objectives of the affirmative action plan. Married women shall be eligible for financial support on the same basis as married men. Pregnancy shall not be considered an impediment to women's qualification for financial assistance (however, financial assistance would not continue during the period of maternity leave). The university of Akron shall review its scholarship, fellowship, award, loan and



