



Equal Employment Opportunity/Affirmative Action Plan

Policy Statement

It is the policy of Southeastern Louisiana University not to discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, political affiliation, age, disability, veteran status, retirement status, or genetic information in its admission and recruitment of students, educational programs, and activities, or employment policies. The University, in its relationship with students, faculty, and staff, always treats with absolute fairness all those who apply for membership in the Southeastern community. These policies also apply to all sources of referral of applicants for admission and employment as well as all unions or professional organizations holding collective bargaining or professional agreements with Southeastern Louisiana University.

The University takes affirmative action to ensure that the following are implemented at all levels of administration: recruit, hire, place, train, and promote in all job classifications without regard to non-merit factors, except where sex is a bona fide occupational qualification; identify and use existing talent and potential through upgrading and promoting present employees (all promotions are based only on valid equal employment requirements); base decisions on employment so as to further the principles of equal employment opportunity; and ensure that all personnel actions be administered without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, political affiliation, veteran status, disability, genetics, or any other non-merit factor.

Purpose of Policy

This policy reflects the requirements of the Title VII of the Civil Rights Act of 1964, as amended; the Equal Employment Opportunity Act of 1972; Executive Order 11246; Title IX of the Educational Amendments of 1972; Sections 503/504 of the Rehabilitation Act of 1973, as amended; Vietnam Era Veterans Readjustment Assistance Act of 1974; Louisiana Executive Order JBE 16-11; the American's With Disabilities Act of 1990; the Civil Rights Act of 1991; and the Genetic Information Non-Discrimination Act.

Applicability

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Policy Procedure

Any person having inquiries concerning Southeastern Louisiana University's compliance with the regulations or any of the foregoing laws is directed to contact Gene Pregeant, EEO/ADA & Title IX Officer, Dyson Hall, Rm. 120, 985-549-5888, who has been designated to coordinate the institution's efforts to comply with those laws and regulations.

Any person may also contact the Assistant Secretary for Civil Rights, U.S. Department of Education, regarding the Institution's compliance with the regulations implementing Title II, Title VI, Title IX, The Age Discrimination in Employment Act, or Section 504.

[end of policy]