

VIRGINIA STATE UNIVERSITY

Section:	Presidential Policy
Policy Number:	211
Policy Name:	Equal Employment Opportunity
Applicability:	University Community
Effective Date:	August 17, 1999
Review Date:	September 1, 2000

I. Purpose

The purpose of this policy is to affirm the University's commitment to prohibit discrimination in employment on the basis of race, color, religion, national origin, sex, age, political affiliation, or disability (except where a bona fide occupational qualification regarding a particular position applies).

II. Policy

Subject to the requirements of the Commonwealth of Virginia's Executive Order Number Two (1998) and Executive Order 11246, as amended by Executive Order Number 11375, prohibiting discrimination in employment, Virginia State University is committed to provide equal employment opportunities to its employees and to applicants for employment on the basis of qualification and merit without regard to race, political affiliation, sex, color, national origin, religion, age, disability (ADA) or veteran status (except where a bona fide occupational qualification has been established).

The standards of equal employment opportunity shall apply to all facets of employment, including, but not limited to, initial consideration for employment, job placement and assignment of responsibility, evaluation of performance, promotion and advancement, compensation and fringe benefits, access to training and other professional development opportunities, access to facilities, formulation and application of personnel rules and regulations, discipline, layoffs, and terminations.

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The University will continue to contribute to the national remedial efforts of employing minorities and women by continuing the implementation of a program of positive effort designed to encourage the identification, recruitment, employment and promotion of qualified applicants including minorities and women.

In summary, the University will not foster unsound practices such as discrimination in favor of any employees or applicants for employment to the detriment of employment opportunities of any other qualified employee or applicant, nor will it lower the job requirements or performance standards for the purpose of favoring any employee or applicant on the basis of race, political affiliation, sex, color, national origin, religion, age, disability (ADA) or veteran status (except where a bona fide occupational qualification has been established).

APPROVED BY: _____
Eddie N. Moore, Jr.
President

DATE: August 17, 1999