



**WEST LIBERTY UNIVERSITY
BOARD OF GOVERNORS RULE 3.5
AFFIRMATIVE ACTION
EQUAL OPPORTUNITY AND
NON DISCRIMINATION**

Approval Date: December 11, 2006

Effective Date: December 11, 2006

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President's Signature: On File

SECTION 1. Purpose and Scope.

- 1.1 Statement. West Liberty University recognizes that equality of opportunity is a fundamental goal of any free society. The University and its employees share the responsibility for achieving that equality. West Liberty University commits itself, both morally and legally, to equal opportunity and nondiscrimination in recruitment and selection of candidates for employment. Moreover, the University embraces the concepts of equal opportunity and non-discrimination with respect to all other facets of its human resources activities, including but not limited to its policies and practices related to recruitment, selection, training, educational opportunity, compensation, classification, promotion, tenure, transfer, benefits (including leaves), reductions-in-force, and terminations.

SECTION 2: Provisions.

- 2.1 A strict prohibition remains in place against conduct or tolerance of conduct by any University employee who discriminates against any individual on the basis of that individual's race, sex or sexual orientation, national origin, disability status, age, or veteran's status. Violations of this policy shall be treated as a serious breach of the University's standard of conduct expected of all employees. Such violations may warrant disciplinary action up to and including termination of employment with the University.
- 2.2 This policy shall further encompass enforcement of the University's desire and duty to maintain a working environment free of unlawful harassment. Specific requirements, enforcement activities, and sanctions related to this obligation are contained in specific University policies found elsewhere in this manual and reaffirmed in the University's Affirmative Action Plan
- 2.3 This policy extends to all applicants for employment, employees, and retirees.
- 2.4 The President has appointed the Chief Human Resources Officer /AA / EEO/ Payroll to serve in the capacity of Affirmative Action Officer for the University. The Affirmative Action Officer is responsible for coordinating, guiding, and distributing information necessary to implement and administer the Affirmative Action Plan.