

POLICY STATEMENT1 EQUAL OPPORTUNITY

POLICY DIGEST

Monitoring Unit: Office of Human Resource Management
Initially Issued: January 1, 1985
Last Revised: April 1, 2016

I. PURPOSE

The purpose of this policy statement is to assert Louisiana State University's (LSU) commitment to provide equal opportunity for all qualified persons in admission to, participation in, or employment in the programs and activities which the University operates without regard to race, creed, color, marital status, sexual orientation, gender identity, gender expression, religion, sex, national origin, age, mental or physical disability, or veteran's status, as well as to implement a procedure to address complaints for those who believe they have been subjected to discrimination and/or harassment in violation of this policy.

II. POLICY

Louisiana State University supports affirmative action and equal opportunity standards as set forth in the University's Affirmative Action Plan. The University's Affirmative Action Plan requires that all employees and applicants receive fair consideration for employment and that all employees are treated fairly with regard to recruitment, promotions, demotions, transfers, layoffs, furloughs, terminations, rates of pay and cant annn6(s)-9 1(n)6 (9 (a)pa9.1 ((,) -4 (-7)3a(m)-2 \$953 (s) wcl)at4 (ta)-7ta9.1 (policies and procedures related to disability as established in PS26.

LSU complies with the provisions of Title IX, Title VI, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title VII, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA) and applicable state law. The Associate Vice President for Human Resource Management or his/her designee (LSU Office of Human Resource Management, 110 Thomas Boyd Hall, Baton Rouge, LA 70803, 225578-8200) is designated as the individual at LSU responsible for coordinating the University's compliance with these statutory provisions.

The University reaffirms and emphasizes its commitment to provide a workplace free from discrimination and harassment and to provide a means to address complaints of discrimination and/or harassment. LSU also reiterates its commitment and responsibility to protect its employees and students from discrimination, harassment, and retaliation for participating in the complaint process. This Policy Statement is not intended to infringe upon constitutionally guaranteed rights nor upon

positions. All vacancies should be advertised far enough in advance to attract an adequate applicant pool. 4

2. Review the qualifications of all other qualified employees within the department or unit who have applied for the