Northeastern Illinois University (the University) supports the principles of affirmative action in employment and education. The University takes affirmative action to eliminate barriers and overcome the effects of historic discrimination.

**PURPOSE OF THE POLICY**

This policy furthers Northeastern’s commitment to the principles of affirmative action for applicants, students, faculty, staff and visitors to the University. The University complies with all federal, state, and applicable local affirmative action laws, orders and regulations.

**WHO IS AFFECTED BY THIS POLICY**

This policy applies to all members of the University community: applicants, students, employees, and visitors.

**DEFINITIONS**

Affirmative Action: A set of procedures designed to eliminate unlawful discrimination, remedy the results of such prior discrimination, and prevent such discrimination in the future.

**REGULATIONS**

Laws

- Executive Order 11246, E.O. 11246
- Rehabilitation Act of 1973, 29 USC § 793
- Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), 38 USC § 4212
- Illinois Human Rights Act, 775 ILCS 5/

Regulations

- 41 CFR Part 60-1, Obligations of Contractors and Subcontractors
- 41 CFR Part 60-2, Affirmative Action Programs
- 41 CFR Part 60-250, Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Special Disabled Veterans and Veterans of the Vietnam Era
- 41 CFR Part 60-741, Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Individuals with Disabilities
Northeastern shall provide equal employment and educational opportunities for all qualified persons without regard to race, color, religion, sex, pregnancy, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation including gender identity, arrest record status, military status, or unfavorable discharge from military service.

All University faculty and staff who are involved in recruiting, hiring, supervising, promoting, or terminating any employees are responsible for upholding the University’s affirmative action policies. In addition, the Director of Equal Opportunity, Affirmative Action and Ethics Compliance will attend the first meeting of all faculty and staff Search and Screening Committees to advise them of their responsibility to conduct themselves in compliance with this policy.

HISTORY


RELATED POLICIES AND OTHER INFORMATIONAL MATERIAL

Equal Opportunity and Nondiscrimination Policy
Hiring Manual

CONTACT INFORMATION

Please direct questions or concerns about this policy to:

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<tr>
<th>Contact</th>
<th>Phone</th>
<th>E-Mail</th>
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<tr>
<td>Director of Equal Opportunity, Affirmative</td>
<td>773-442-5412</td>
<td><a href="mailto:eeo@neiu.edu">eeo@neiu.edu</a></td>
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<tr>
<td>Action and Ethics Compliance</td>
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DISCLAIMER

The University reserves the right to modify or amend sections of this policy at any time at its sole discretion. This policy remains in effect until such time as the Responsible Officer calls for review. Requests for exception to any portion of this policy, but not to the policy statement, must be presented in writing to the Responsible Officer.