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.

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

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

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

Northeastern shall provide equal employment and educational opportunities for all qualified persons without regard to race, color, religion, sex, sex stereotyping, pregnancy, pregnancy-related conditions, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation, gender identity, gender expression, transgender status, arrest record status, military service, protected veteran’s status, unfavorable discharge from military service, political affiliation, or retaliation based on prior protected activity. Every member of the University is responsible for upholding the University’s affirmative action policies during all facets of employment and contracting, including, but not limited to, recruiting, training, assignments, service, placement, upgrading, demotion, transfer, reduction of workforce, termination, professional development, awards, compensation, and in accessing all benefits and privileges of employment.
The Director of Equal Opportunity, Title IX, and Ethics 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.

**PROCEDURES**

Five-year comprehensive review 03/15/2022  
Updated Responsible Officer and Responsible Office 08/20/2018  
Administrative Memorandum No. 62 Equal Opportunity and Affirmative Action, General Policy Statement, Effective Dated 03/01/1999

**HISTORY**

**RELATED POLICIES, DOCUMENTS, AND LINKS**

Equal Opportunity and Nondiscrimination Policy  
Hiring Manual

**CONTACT INFORMATION**

Please direct questions or concerns about this policy to:

<table>
<thead>
<tr>
<th>Contact</th>
<th>Phone</th>
<th>E-Mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director, Equal Opportunity, Title IX, and Ethics</td>
<td>773-442-5412</td>
<td><a href="mailto:eeo@neiu.edu">eeo@neiu.edu</a></td>
</tr>
</tbody>
</table>

**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 a 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.