NEIU | NORTHEASTERN ILLINOIS UNIVERSITY

University Policy

Volume G1: Governance	**G1.10 Affirmative Action** **Effective Date:** 07/08/2014 **Date of Last Revision:** 03/15/2022 **Date of Next Review:** 03/01/2027	**Responsible Office:** General Counsel
		Responsible Officer: President of the University

POLICY STATEMENT

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 contractors 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 contractors.

DEFINITIONS

Affirmative Action: regulations and 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, 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.

PROCEDURES

The Equal Opportunity Officer 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

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

RELATED POLICIES, DOCUMENTS, AND LINKS

Equal Opportunity and Nondiscrimination Policy
Hiring Manual

CONTACT INFORMATION

Please direct questions or concerns about this policy to:

Contact	Phone	E-Mail
Equal Opportunity Officer	(773) 442-5412	eeo@neiu.edu

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.