University Policy

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 visitors 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 visitors.

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

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.

### PROCEDURES

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.

### HISTORY

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:

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<thead>
<tr>
<th>Contact</th>
<th>Phone</th>
<th>E-Mail</th>
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<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>
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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 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.