

Volume G1: Governance	G1.10 Affirmative Action Effective Date: 07/08/14	Responsible Office: Vice President for Legal Affairs
		Responsible Officer: Director of Equal Opportunity, Title IX, and Ethics

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 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: 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, 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

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
Director, Equal Opportunity, Title IX, and Ethics	773-442-5412	eeo@neu.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.