



## **AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY POLICY**

Clemson University is committed to affirmative action and equal employment opportunity. The policy of equality extends to both the employment practices and administration of programs and activities within the University. It applies (1) to persons seeking employment and those employed, and (2) to persons who wish to participate in and benefit from programs and activities, along with those who are now participants.

Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Age Discrimination in Employment Act of 1967, the Vietnam Veterans Readjustment Assistance Act of 1974 and the South Carolina Human Affairs Law provide for certain previously excluded or neglected classes of people to participate more fully in the American way of life. Discrimination based on age, color, disability, gender, national origin, race, religion, sexual orientation or veteran's status is prohibited. It is the policy of Clemson University that no person shall be excluded from participation in or be denied the benefits of any program or activity of the University. It is the policy of the University to recruit, hire, train and promote employees without discrimination.

Furthermore, it is the intention of the University to take affirmative action to remove any disparate effects of past discrimination until parity is reached. This is to extend to all levels and phases of personnel administration such as recruitment or recruitment advertising, testing, hiring, training, promotion, transfer, leave, compensation, selection for supervisory positions, and administration of employee reduction-in-force and benefit programs.

To accomplish this objective, the University has developed an Affirmative Action Plan that establishes employment goals and benchmarks for reaching these goals. The University also endorses the policy of eliminating the remaining vestiges of prior segregation. It further endorses the specific goals adopted toward this end, including those actions and goals contained in our Affirmative Action Plan. The achievement of the goals and the interim benchmarks, as specified in the Affirmative Action Plan, have been adopted as the official policy of the institution.

Paramount to the success of the University's affirmative action program is its administration. The Office of Access and Equity was established in September 1980 to coordinate and direct the affirmative action program for faculty, staff and students. The policy is distributed annually and reaffirmed through signatures of the Chairman of the Board of Trustees and the President.

This policy shall be posted in places conspicuous to all members of the faculty, staff, and student body; it shall be communicated to all applicants for employment and admission; and it shall be given such external dissemination as is necessary to inform and secure the cooperation of individuals and organizations constituting sources of employment and student referrals to the University.

Any person having a question regarding applicable laws and regulations, or who feels discriminated against, is encouraged to contact the Office of Access and Equity, 110 Holtzendorff Hall. Phone numbers are 656-3181 (voice) or 656-0899 (TDD).