

**Tennessee Technological University
Policy No. 140**

The seal of Tennessee Technological University is a circular emblem. It features a central shield with a lamp of knowledge on top. The shield is flanked by two columns. The text "TENNESSEE TECHNOLOGICAL UNIVERSITY" is written around the top and sides of the circle, and "1915" is at the bottom.

**Equal
Employment
Opportunity and
Affirmative Action**

Effective Date: July 1, 2014

Policy No: 140

Policy Name: Equal Employment Opportunity and Affirmative Action

Policy Subject: Equal Opportunity and Affirmative Action

Date Revised: July 1, 2014

I. Purpose

This policy establishes the standards for a consistent process and treatment of employees regarding equal employment opportunity and affirmative action.

II. Review

This policy will be reviewed every four years or whenever circumstances require review, whichever is earlier, by the Director of Diversity and Legal Affairs with recommendations for revision presented to the President or his designee.

III. Policy/Procedure

- A.** It is the intent of Tennessee Tech to promote and insure equal opportunity for all persons without regard to race, color, religion, creed, ethnic or national origin, sex, disability, age, genetic information, status as a protected veteran and to fully comply with Executive Order 11246, as amended; the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990, as amended; the Vietnam Era Veterans Readjustment Act of 1974, as amended; the Equal Pay Act of 1963, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Age Discrimination Act of 1975; the Pregnancy Discrimination Act; Title VI and Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972, as amended; applicable federal and state statutes and all regulations promulgated pursuant thereto.
- B.** Tennessee Tech will not discriminate against any employee or applicant for employment because of race, color, religion, creed, ethnic or national origin, sex, disability, age, status as a protected veteran, or genetic information, and any other category protected by federal or state civil rights law related to the university.
- C.** Similarly, Tennessee Tech shall not, on the basis of a protected status, subject any student to discrimination under any educational program. No student shall be discriminatorily excluded from participation in nor denied the benefits of any educational program on the basis of a protected status.
- D.** Tennessee Tech strives to maintain its campus as a place of work and study for faculty, staff and students, free of harassment on the basis of race, color, religion, creed, ethnic or national origin, sex, disability, age, status as a protected veteran, genetic information and any other category protected by federal or state civil

rights law. Such harassment is a form of discrimination, and harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated.

- E.** Tennessee Tech specifically finds that diversity of students, faculty, administrators and staff is a crucial element of the educational process and affirms its commitment to enhancing education through affirmative action to increase diversity at all levels.
- F.** Tennessee Tech will take affirmative action to ensure that all individuals are treated during the employment process without regard to their race, color, religion, ethnic or national origin, sex, disability, age, or status as a protected veteran. Such action shall include, but not be limited to, actions to:
 - 1.** Recruit, hire, train, and promote persons in all job titles, without regard to any of the foregoing prohibited factors;
 - 2.** Base decisions on employment so as to further the principle of affirmative action and equal employment opportunity;
 - 3.** Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and
 - 4.** Insure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, and institution sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to any of the foregoing prohibited factors.

IV. Interpretation

The President or his designee has the final authority to interpret the terms of this policy.

V. Citation of Authority for Policy

TBR Policy 5:01:02:00