

P-012 EQUAL OPPORTUNITY POLICY

Code: P-012

Date: February 20, 1980

Approved: Jon Wefald

Southwest Minnesota State University Policy

Equal Opportunity Policy

Rationale

Pursuant to Title IX of the Educational Amendments of 1972, which prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance by way of grant contract or loan, and pursuant to Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, or national origin. Southwest Minnesota State University is committed to providing equal educational and employment opportunity regardless of sex, marital or parental status, race, color, religion or creed, age, national origin, reliance on public assistance, physical disability, family relations, or inclusion in any group or class against which discrimination is prohibited by State or Federal law.

Equal educational opportunity shall include the following: admission, recruitment, extracurricular programs and activities, housing facilities, access to course offerings, counseling and testing, financial assistance, employment, health and insurance services, and athletics. Southwest Minnesota State University is also committed to providing equal educational and employment opportunities for the physically handicapped in compliance with federal regulations.

Procedures

Responsibility for equal employment and educational opportunity throughout the University shall rest with the President. The President shall appoint the Equal Opportunity Officer and the Affirmative Action Officer and assign responsibility to them for promoting and encouraging progress in meeting the University's equal opportunity goals.

Appointment as Affirmative Action Officer shall be reviewed after a term of three years. A person may be re-appointed to these positions. The appropriate bargaining unit will be consulted prior to appointing a member of the unit to either of these positions.

Questions or requests for information concerning the Affirmative Action grievance procedure should be referred to the SMSU Affirmative Action Officer.