Policy: **Equal Employment Opportunity and Affirmative Action**	
Issuing Department**:** **Office of the President**	
Date last revised: **May 2006**	

PURPOSE

The purpose of this policy is to comply with mandatory affirmative action efforts placed on institutions of higher education and to reinforce Western Oregon University's dedication to have a campus free of discrimination.

POLICY

Western Oregon University is dedicated to providing an open learning and working environment for all its citizens. Western is strongly committed to Affirmative Action and Equal Employment Opportunity both in policy and in spirit. The university will not tolerate harassment against any member of the campus community.

PROCEDURES

Follow the procedures outlined in the Procedures for Discrimination or Harassment Complaints found in the Affirmative Action Plan, New Employee Orientation Packet, or obtain a copy in the Affirmative Action Office.

AUTHORITY

Western is in accordance with Executive Order 11246 (as amended 11375) for Affirmative Action (AA), the Civil Rights Act of 1964 (Title VII) for Equal Employment Opportunity (EEO) and Oregon Revised Statutes 243.305 for both AA and EEO. Additionally, the following laws pertain: Equal Pay Act of 1963, Education Amendments of 1972 (Title IX), Americans with Disabilities Act and the Rehabilitation Act of 1973, Age Discrimination in Employment Act of 1967, and ORS 243.315, 279.053 and 352.380.

RESPONSIBILITY

Responsibility is placed upon administrative personnel to create and maintain an environment free of harassment be it based on race, color, sex, marital status, religion, national origin, age, mental or physical disability, or any reason prohibited by federal or state law.

Date of next review: **May 2011**

Alternate formats of this policy are available from the Office of Human Resources.