

Equal Employment Opportunity & Affirmative Action Office

EEO/AA POLICY STATEMENT

North Carolina Central University emphatically states that it will provide equal employment opportunities to all persons and prohibits employment decisions on the basis of race, religion, color, creed, national origin, sex, age, disabling condition, political affiliation¹, or sexual orientation². All selection, hiring, and promotion decisions will be based on valid job related requirements consistent with performance of the essential functions of the position. This policy is in keeping with Executive Order 11246, as amended, Titles VI and VII of the Civil Rights Act of 1964, as amended, Title IX of the Education Amendments of 1972, the Equal Pay Act of 1963, Sections 503 and 504 of the Rehabilitation Act of 1973, the Civil Rights Restoration Act of 1988, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Vietnam Veterans Readjustment Assistance Acts, N.C.G.S. §126-16, and other applicable federal and state laws.

In furtherance of this policy, North Carolina Central University prohibits any individual from creating a hostile or intimidating work environment. Personnel policies and practices are to be conducted in a work environment that is fair, free from discrimination and free from harassment based on race, religion, color, creed, national origin, sex, age, disabling condition, political affiliation or sexual orientation. Moreover, retaliatory action of any type exercised by any employee(s) of the University against another employee or applicant for employment because the individual filed a charge, testified, assisted, or participated in any manner in a hearing, proceeding, or investigation of employment discrimination is prohibited.

The principle of equal employment opportunity shall apply with respect to all incidents of an employment relationship, including, but not limited to: (1) recruitment and selection of new employees (2) selection of employees for promotion, training, career development, transfer, demotion for fiscal purposes, and/or reduction-in- force (3) administration of disciplinary policies or termination for cause, and (4) establishment of rates of pay including the awarding of salary adjustments and/or annual salary increases.

In addition, the University will provide reasonable accommodations for applicants and/or employees with disabilities in an effort to enable them to successfully perform essential functions of the job or benefit from training.

To ensure equal employment opportunity exists throughout the University, a results oriented program will be implemented to overcome the effects of past discrimination. It will also eliminate artificial barriers to employment opportunities for all qualified individuals that may exist in any of our programs.

Direct appeal to the State Personnel Commission on the basis of political affiliation is provided only to employees who have achieved career Status pursuant to G.S. 126-1A.

Sexual orientation for the purpose of this policy shall mean actual or perceived heterosexuality, homosexuality, or bisexuality, or a person's gender-related identity or expression. Grievances concerning discrimination based upon sexual orientation may only be processed by the internal grievance procedure of the university.

This program encourages greater utilization of all individuals by identifying underutilized groups in the workforce. Once identified special efforts are initiated to increase the group's participation in recruitment, selection, training and development, upward mobility programs, and other term, condition, or privileges of employment.

Program objectives and timelines will be established to reduce or eliminate underutilization through the Equal Employment Opportunity plan and program. Responsibility for the development of this plan is assigned to the Equal Opportunity Officer. However, the implementation of, and compliance with this plan and its program objectives will be shared by all administrators and supervisors.

NCCU's Equal Employment Opportunity Program will be evaluated and monitored continuously. The Equal Opportunity Director will present periodic reports relative to the progress of this program to the Chancellor. Our Chancellor is committed to this program and is aware, that with its implementation, positive benefits will be the outcome of the increased utilization, growth and development of previously underutilized human resources.

Reaffirmed this the 26th day of February, 2010

Chancellor Charlie Nelms