



EEO POLICY STATEMENTS

Equal Opportunity and Non-Discrimination

It is the policy of the State of North Carolina to provide equal opportunity for all qualified persons, and to prohibit discrimination in employment because of race, color, creed, religion, sex, national origin, age, political affiliation, veterans' status, or disability.

Consistent with the policy of the State of North Carolina, North Carolina Central University reaffirms that it has been, and will continue to be, the policy of this University to be an equal opportunity employer. North Carolina Central University is committed to equality of educational opportunity and prohibits discrimination against students, applicants, employees, or visitors based on race, color, creed, genetic information, national origin, religion, sex, sexual orientation, age, disability, political affiliation, or veterans' status. Any individual alleging discrimination based on sexual orientation cannot grieve beyond the University's internal grievance process. In keeping with this policy, and to further the principle of equal opportunity, all other personnel matters such as recruitment, selection, hiring, promotion, compensation, performance appraisal, disciplinary actions, benefits, transfers, separations, reduction in force, grievance procedures, company-sponsored training, education, tuition assistance, and social and recreational programs will also continue to be administered in accordance with this policy.

North Carolina Central University supports the protections available to members of its community under all applicable federal laws, including titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Sections 799A and 8i45 of the Public Health Service Act; the Equal Pay Act of 1963, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Rehabilitation Act of 1973, as amended; the Pregnancy Discrimination Act of 1978; the Civil Rights Restoration Act of 1988, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended; the Americans with Disabilities Act of 1990, as amended; the Civil Rights Act of 1991; the Americans with Disabilities Act Amendments Act of 2008; Title II of the Genetic Information Non-discrimination Act of 2008; Executive Order 11246, as amended; the North Carolina General Statutes Section 126-16, as amended, and other applicable federal and state laws. The University's policy is also consistent with the Code of the University of North Carolina, Section 103.

In compliance with Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990, as amended, accommodations of the disabled extend to student programs, employment practices, elimination of physical barriers, and special assistance to disabled students and employees within the university. North Carolina Central University will provide reasonable accommodations for applicants and/or employees with a documented disability as defined by the ADA when doing so will enable them to successfully perform job duties or benefit from training.

North Carolina Central University will not harass, intimidate, threaten, coerce, or discriminate against employees or applicants for employment who make a charge of employment discrimination, testify, assist, or participate in any manner in a hearing, proceeding, or investigation of employment discrimination, oppose an illegal act, or exercise any other right. In keeping with this policy the University also prohibits sexual and racial harassment of students, faculty, and staff.

The Chancellor of North Carolina Central University fully endorses and supports this policy and, along with line administrators, is responsible for the implementation of this policy. Vice chancellors, deans, department chairpersons, principal administrative directors, supervisors, and managers are also responsible for assisting the Chancellor in implementing these policies. They will assure that decisions involving recruitment, selections, appointment, and promotion of faculty and staff at all levels are made in a non-discriminatory manner and in accordance with the goals of the NCCU Equal Employment Opportunity Plans.

In furtherance of this policy, NCCU prohibits retaliatory action against any employee or applicant for employment who makes a charge of employment discrimination, or who testifies, assists, or participates in any manner at a hearing, proceeding or investigation of employment discrimination.

The development of NCCU's Equal Employment Opportunity (EEO) Program and Plan and implementation of the various programs with regard to equal opportunity is the responsibility of the Associate Vice Chancellor for Human Resources and EEO. The Associate Vice Chancellor for Human Resources and EEO is responsible for managing and coordinating all aspects of the NCCU Equal Employment Opportunity Program. He is assisted by the Director of EEO, Paul Forte, Jr. Any member of the University community with concerns or questions, are encouraged to direct them to the Associate Vice Chancellor for Human Resources and Equal Employment Opportunity, or to the Director of Equal Employment Opportunity.

The University is fully committed to this program, and we shall make every effort to ensure the University community remains aware of these goals and obligations.

March 1, 2013