

WEST VIRGINIA STATE UNIVERSITY BOARD OF GOVERNORS

West Virginia State University and the West Virginia State Community & Technical College

BOG Policy #17

Title: Equal Opportunity and Affirmative Action

Section 1. General

1.1 Scope: This policy extends to all West Virginia State University (WVSU) and West Virginia State Community & Technical College (WVSCTC) activities related to the management of its educational, employment, financial, and business affairs.

1.1.1 It affects all employment practices including but not limited to recruiting, hiring, transfer, promotion, training, compensation, benefits, layoff, and termination.

1.2 Authority: West Virginia Code §18B-1-6

1.3 Effective Date: October 6, 2005

Section 2. General Policy

2.1 It shall be the general policy of WVSU and WVSCTC to provide equal opportunity for all qualified persons, to prohibit discrimination in employment because of race, sex, age, color, religion, national origin, veterans status or handicap, and to take affirmative action to recruit and employ qualified faculty and staff;

2.2 WVSU and WVSCTC accept the primary and long-term responsibility for the development and implementation of equal opportunity and affirmative action policies consistent with all HEPC, Council for CTC Education, state and federal regulations;

2.3 WVSU and WVSCTC will take the initiative in complying with the affirmative action and equal opportunity policies of the HEPC, the Council for CTC Education, and the state and federal governments;

2.3.1 The presidents of the institutions, or their designees, shall establish and maintain a positive program of equal opportunity and affirmative action within the institutions in accordance with the specific laws and regulations which are applicable;

2.3.2 The related goals and timetables of the institutions shall be appropriately pursued to maintain a proportional representation of minorities and women in the faculty and non-faculty ranks based on their availability.

2.4 Each institution will utilize the following statement on all of its communication documents to insure its constituents and the public are aware of its equal opportunity and affirmative action policy:

2.4.1 Depending on the institution, “‘West Virginia State University’ or ‘West Virginia State Community & Technical College’ is an equal opportunity/ affirmative action institution and does not discriminate against any person because of race, sex, age, color, religion, national origin, or disabilities.”