

## Equal Employment Opportunity Policy

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<b>Effective:</b>	March 2014 (revised)
<b>Responsible Executive:</b>	Director, AA/EEO
<b>Applicability:</b>	All individuals, including Auburn University faculty, staff, and student workers
<b>Review By:</b>	March 2022

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Auburn University recognizes its ethical and legal obligation to provide a work environment in which employment opportunities are open to all qualified individuals without discrimination on the basis of race, color, sex (which includes sexual orientation, gender identity, and gender expression), age, religion, national origin, disability, protected veteran status, genetic information. The University affirms its commitment to this principle and to an affirmative action program which not only establishes the goal of achieving equal opportunity in employment, but which also detects and eliminates any elements of discrimination in employment which may be found to exist within the institution. The University also commits itself to maintaining on a nondiscriminatory basis the conditions for continuing employment and for individual advancement within the job structure of the University.

Auburn University is committed to the following principles:

- Recruiting, hiring, training, retaining, and promoting individuals, in all job classifications, without regard to race, color, sex, religion, age, national origin, disability, protected veteran status, or genetic information, except where sex, age, national origin, or disability are bona fide occupational qualifications;
- Making employment decisions so as to further the principle of equal employment opportunity;
- Insuring that promotion decisions are in accordance with principles of equal employment opportunity by imposing only job related requirements for promotional opportunities;
- Insuring that all personnel actions, such as compensation, benefits, transfers and leave policies, are administered without regard to race, color, religion, sex, age, national origin, disability, protected veteran status, genetic information, and
- Insuring that harassment of employees by other employees or non-employees in connection with work- related matters is not tolerated. This refers to any form of

harassment related to an employee's race, color, sex, religion, national origin, age, disability, protected veteran status, or genetic information.

It is a violation of this policy to take an adverse employment or academic action against any student, faculty or staff member because he/she has opposed any practice they reasonably believe to be discriminatory or filed any internal or external complaint/grievance/charge or participated in any investigation or proceeding, in accordance with this Equal Employment Opportunity Policy.

Each contractor, supplier, union, public agency, or other cooperative agent is required to support this policy by complying with all applicable State and Federal equal employment opportunity laws and regulations.

Responsibility and authority for the dissemination and implementation of this policy lies ultimately with the President of the University with assistance from the Office of Affirmative Action/Equal Employment Opportunity (AA/EEO). Practically, the responsibility and authority to act affirmatively to provide equality of opportunity in education and employment lies with all who are in decision-making positions within the University. It is the intent of the University to commit appropriate resources and create a supportive atmosphere for the practical responsibility and authority to be exercised.

The [Office of Affirmative Action/Equal Employment Opportunity](#) at Auburn University is responsible for supervision of the University's equal opportunity program and for monitoring its effectiveness.