

POLICY MEMORANDUM

No. I-27

Affirmative Action

Purpose

This policy provides the foundation of our compliance with federal regulations and guidelines that pertain to affirmative action and equal employment opportunity.

The Missouri University of Science and Technology (Missouri S&T) is an equal employment opportunity-affirmative action institution. In this regard, the University complies with federal regulations and guidelines in recruitment and hiring to:

- (1) provide full and equal employment opportunity to all persons without regard to race, creed, color, sex, sexual orientation, religion, national origin, age, disability and veterans status;
- (2) prohibit discrimination in recruitment, employment, and conditions of employment, including salary and benefits related thereto;
- (3) promote employment opportunity and to take affirmative action in accordance with federal and state law.

Equal Employment Opportunity means that in accordance with federal and state law no person shall be discriminated against based on race, color, religion, sex, national origin, or status as a qualified individual with a disability or protected veteran. In addition, in accordance with University policy, no person shall be denied employment, promotion, or related benefits based on race, color, religion, sex, national origin, status as a qualified individual with a disability, or sexual orientation.

Affirmative Action means the University will take affirmative action to ensure that all individuals have an equal opportunity for employment, without regard to race, color, religion, sex, national origin, disability or status as a Vietnam era or special disabled veteran.

Guidelines and procedures for compliance with federal regulations in recruitment and hiring are available from the Office of the Associate Vice Chancellor of Human Resource Services, Affirmative Action, Diversity and Inclusion, Office of the Provost, and Office of the Chancellor. They must be adhered to in all instances.

The Office of Human Resource Services, Affirmative Action, Diversity and Inclusion is designated as the coordinator of equal employment opportunity. The Office of Human Resource Services, Affirmative Action, Diversity and Inclusion shall periodically analyze personnel actions to ensure compliance with this policy.

As Chancellor of Missouri S&T, I am committed to equal employment opportunity and the attainment of the University objectives of the affirmative action plan.

EFFECTIVE DATE: Immediately

RESPONSIBILITY: Administrators, directors, department chairs, and members of each search committee

BASIS: University of Missouri Collected Rules and Regulations, Section [320.010](#) and [330.070](#)



John F. Carney III
Chancellor