

UNIVERSITY GUIDEBOOK

Subject: Equal Opportunity/Affirmative Action Complaint Procedure

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Policy: Youngstown State University is committed to a campus environment that values all individuals and groups, and to non-discrimination and equal opportunity for all persons without regard to sex, race, religion, color, age, national origin, sexual orientation, gender identity and/or expression, handicap/disability, or identification as a disabled and/or Vietnam Era veteran. The University is also committed to the principles of affirmative action and acts in accordance with state and federal laws.

RESOLUTION NUMBER: YR 1997-14; YR 2008-04

Purpose: It is the responsibility of the entire University community to maintain an openness to the diversity of all ideas and peoples, and to share in the responsibility of implementing a full equal opportunity/affirmative action program. This program provides a method of addressing actions that are perceived to be at variance with the Policy.

Procedures:

1. Any person claiming to be aggrieved by a discriminatory practice at the University may file a complaint with the Office of Equal Opportunity and Diversity. Any such complaint filed will be kept confidential, to the extent possible.
2. The Equal Opportunity/Affirmative Action Complaint Procedure is for complaints of discrimination on the basis of sex, race, religion, color, age, national origin, sexual orientation, disability/handicap, or identification as a disabled and/or Vietnam Era veteran. The alleged discrimination must have already occurred.
3. Specific information about University methods of addressing complaints are found in the *Equal Opportunity and Affirmative Action: Complaint Procedure* (dated 6/23/95) brochure available from the Office of Equal Opportunity and Diversity.