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## **Policy 920 Equal Opportunity and Affirmative Action**

**Last updated December 16, 2016**

### **920.1 Purpose**

Indiana State University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole.

### **920.2 Equal Employment Opportunity Statement**

In this regard, Indiana State University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications.

### **920.3 Non-Discrimination**

Indiana State University does not discriminate on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes. Indiana State University is committed to providing equal opportunity in education and employment for all. Discrimination based upon any protected class is strictly prohibited.

All complaints of discrimination should be directed to:

Equal Opportunity and Title IX Office  
Rankin Hall, Room 426  
Indiana State University  
Terre Haute, Indiana 47809  
(812) 237-8954  
[Equalopportunity-titleix@indstate.edu](mailto:Equalopportunity-titleix@indstate.edu)

### **920.4 Affirmative Action Statement**

Indiana State University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.

### **920.5 Equal Employment Opportunity/Affirmative Action Clause**

The "Equal Employment Opportunity/Affirmative Action Employer" clause will be included in all official University publications, purchase orders, leases, contracts, and documents covered by Executive Order 11246, as amended, and its implementing regulations.

### **920.6 Communication**

The existence of this Equal Employment Opportunity/Affirmative Action Policy will be communicated to present and prospective employees, and such elements of the affirmative action program will be made available as will enable these individuals to know of and avail themselves of its benefits.