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# Affirmative Action

The University of Northern Iowa

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## **What are Affirmative Action and Equal Employment Opportunity?**

Equal Employment Opportunity is the right of all people to work and to advance on the basis of merit, ability, and potential without regard to race, color, national origin, sex, religion, handicap, or age.

Affirmative Action requires the employer to do more than ensure employment neutrality. As the phrase implies, Affirmative Action requires employers to make additional efforts to recruit, employ, and promote qualified members of groups formerly excluded.

## **What are the legal bases of Equal Employment Opportunity and Affirmative Action?**

*Title VI of the Civil Rights Act of 1964* prohibits discrimination based on race, color, or national origin in all programs or activities which receive federal financial assistance.

*Title VII of the Civil Rights Act of 1964* prohibits discrimination in employment based on race, color, religion, sex, or national origin.

*Executive Order 11246 (as amended)* requires Affirmative Action Programs be developed and implemented by federal contractors.

*Title IX of the Education Amendments Act of 1972* prohibits discrimination on the basis of sex against employees or students of educational institutions receiving federal financial assistance.

*Section 503 of the Rehabilitation Act of 1973* prohibits discrimination in employment based on handicap status.

*Section 504 of the Rehabilitation Act of 1973* prohibits discrimination based on handicap in access to programs and activities which receive federal financial assistance.

*Vietnam Era Veterans Readjustment Assistance Act of 1974* prohibits discrimination in employment based on veteran status.

*Age Discrimination in Employment Act of 1967 (as amended)* prohibits discrimination in employment based on age.

## **Responsibility for the implementation of the Affirmative Action Program at the University of Northern Iowa**

1. All individual staff and faculty members have a shared responsibility to see that Affirmative Action procedures affect all employment practices — recruiting, hiring, tenure, transfers, promotions, compensation, benefits, layoffs, terminations, salary, etc.
2. All department heads, directors, administrative officers, deans, and executive officers are individually responsible for supervising the implementation of the University's Affirmative Action Program in their respective areas.
3. The President of the University bears ultimate administrative responsibility for the implementation of the Affirmative Action Program.

## **Coordination of the Affirmative Action Program at the University of Northern Iowa**

1. The Affirmative Action Officer of the University has a number of primary responsibilities: administers the Affirmative Action Office as a service unit of the University; monitors the implementation and administration of all elements of the Affirmative Action Program; interprets for the University the regulations related to Equal Employment Opportunity and Affirmative Action and disseminates such information; prepares official University reports to federal compliance agencies; serves as an administrative liaison to standing or special University committees to provide guidance on Affirmative Action and Equal Employment Opportunity; reports directly to the President on the status of plan implementation.
2. The Affirmative Action Advisory Committee advises the administration on ways and means for the University to fulfill its commitment to Affirmative Action; monitors adherence to Equal Employment Opportunity and Affirmative Action; reviews and evaluates institutional compliance with the Affirmative Action/Equal Employment and Equal Educational Opportunity programs; recommends to the administration as well as to respective campus and interinstitutional governance committees resolutions with respect to effective implementation of the University's Affirmative Action plan; recommends to the administration updating of Equal Employment/Affirmative Action program policy and objectives.

## **The University's stand on Affirmative Action/ Equal Opportunity grievances**

The University recognizes the right of employees to express their Affirmative Action-related grievances and to seek a solution concerning disagreements arising from working relationships, working conditions, employment practices, sexual harassment, or other Affirmative Action concerns which might arise between the University and its employees. If a grievance cannot be resolved informally, a formal grievance procedure is available that guarantees a prompt and impartial review of all factors involved in the grievance, without fear of coercion, discrimination, or reprisal, because of exercising rights under University policy. Below are listed the offices where one may obtain details on the University's formal Affirmative Action grievance procedures.

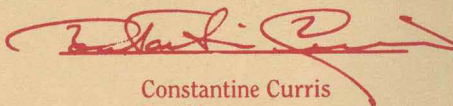
1. Staff: Office of Personnel Services, Affirmative Action Office, Counseling Center.
2. Faculty: Office of the Provost, College Deans, Department Heads, Affirmative Action Office, Counseling Center.

Any employee who has fully exhausted the University's internal Affirmative Action grievance procedure and who feels these steps have not yielded satisfactory results may contact the Iowa Human Rights Commission, which will initially investigate the complaint and make recommendations to the Equal Employment Opportunity Commission (EEOC). The EEOC has jurisdiction over any discrimination complaint brought before it.

### **What is the University's commitment to Affirmative Action?**

The University of Northern Iowa, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen its policy of compliance with federal and state laws relating to the provision of employment opportunities for minorities, women, handicapped people, Vietnam era and disabled veterans, and to non-discrimination on the basis of age.

The University will maintain a critical and continuing program of evaluation of its treatment of employees and students. Each unit within the University is expected to contribute, whenever possible, to the overall progress toward equal opportunity for employment and participation in all University programs and activities.



Constantine Curris  
President  
September 1983

The University of Northern Iowa is in compliance with state and federal laws and regulations regarding equal opportunity including Executive Order No. 15 of the State of Iowa, Executive Order 11246, as amended; Revised Order No. 4, Title VI and Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, Title IX of the Higher Education Amendment Act of 1972, the Age Discrimination Act of 1967, Sec. 402 of the Veteran's Readjustment & Assistance Act of 1974, Section 503 & 504 of the Rehabilitation Act of 1973 as amended and does not discriminate on the basis of race, color, religion, national origin, sex, age, handicap, or veteran status in any of its policies, practices, or procedures. This includes but is not limited to employment, training, admissions, recruitment, educational services and social and recreational programs.

Affirmative Action Office  
Dr. Marilyn D.S. Monteiro,  
Affirmative Action Officer  
University of Northern Iowa  
203 Gilchrist Hall  
Cedar Falls, Iowa 50614  
(319) 273-2846

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