

FSU-4.011 Affirmative Action Program.

(1) As a federal contractor, the University will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. Additionally, the University is required to take ~~positive steps, also known as affirmative action, to avoid illegal discrimination against certain groups that have been the subject of discrimination including for~~ women, racial and ethnic minorities, individuals with disabilities, and certain ~~veterans~~veterans. The premise ~~being is that,~~ absent discrimination, the University's workforce will generally reflect the ~~gender and racial/ethnic profiles demographics~~ of the ~~qualified~~qualified labor pool from which the University recruits. Various diagnostic analyses are required to discover potential problems and then ~~positive~~programs to correct or eliminate those potential problems should be implemented.- The diagnostic ~~analyses~~analyses and action-oriented programs are known collectively as an ~~affirmative~~affirmative action program or an AAP.

(2) Administrative organization. The responsibility for implementing the affirmative action program of the University resides with the President. The program ~~is and~~requires the understanding, cooperation, and commitment of ~~all elements of the~~entire University community. Because of the unique requirements of an affirmative action program, the President has designated the Human Resources Office of Equal Opportunity and Compliance to coordinate University efforts in this area and to ensure good faith efforts and on-going compliance.

Specific Authority ~~BOG Regulation~~Regulation 1.001(3)(j)-, Reg. Procedure July 21, 2005 Law Implemented 1001.74(1)(d), (4), (5), Executive Order 1124, 29 USC §793, 38 USC §4212, 41 CFR §§60-1, 60-2, & 60-741. New 9-30-75, Amended 11-29-07, tech change 1- 2014, Office of