

# Affirmative Action / EEO Statement

**Approved by:** Northeastern State University Executive Cabinet  
**Responsible Official:** Human Resources  
humanresources@nsuok.edu

**History:** Adopted – May 7, 2014

**Related Policies:**

**Additional References:**

[Faculty Handbook 3.1](#)

[Civil Rights Act of 1964](#)

[Education Amendments of 1972](#)

[Rehabilitation Act of 1973](#)

[Readjustment Assistance Act of 1974](#)

[Americans with Disabilities Act of 1990](#)

[RUSO 5.1 - 5.2](#)

## POLICY

### PURPOSE

The Administration of Northeastern State University strongly supports the fundamental belief and commitment to the principles of equality and opportunity for all people.

### SPECIAL WORDING

This institution, ...in compliance with and to the extent required by Title VI and VII of the [Civil Rights Act of 1964](#), Title IX of the [Education Amendments of 1972](#), Section 504 of the [Rehabilitation Act of 1973](#), Section 402 of the [Readjustment Assistance Act of 1974](#), [Americans with Disabilities Act of 1990](#) and other applicable federal laws and regulations, does not discriminate on the basis of race, creed, color, national origin, sex, age, religion, disability, genetic information, or status as a veteran, and to the extent allowed by Oklahoma law, marital status, sexual orientation and gender identity in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, financial aid and educational services.

To stimulate efforts toward increasing involvement of persons from diverse backgrounds, the University has developed and revises periodically an Affirmative Action Plan. Northeastern's Affirmative Action Plan guides efforts related to selection, placement, training, and promotion of all employees with respect to personnel actions, such as compensation, reassignments, in-service training, tuition, or other professional growth subsidies and termination. The continual thrust of the University's plan is to employ and retain individuals who are members of a diverse group which may be or may become under-utilized in the total employment force. However, the primary criterion for employment shall be the ability of the employees to perform the work. Every member of management is responsible for insuring his/her department's compliance with the University's commitments and policies. Overall monitoring responsibility for Northeastern's Affirmative Action Program and [504 Compliance](#) has been assigned to the Affirmative Active Officer. Employees should contact the Office of Human Resources immediately if they believe that any of these policies have been violated.

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RUSO, in accordance with Title VI and Title VII of the [Civil Rights Act of 1964](#), Title IX of the [Education Amendments of 1972](#), Section 504 of the [Rehabilitation Act of 1973](#), the Vietnam Era Veterans [Readjustment Assistance Act of 1974](#), the [Americans With Disabilities Act](#) and to the extent required by these and other federal laws and regulations, does not discriminate on the basis of race, color, ethnicity, national origin, sex, age, religion, disability, political affiliation or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, financial aid, and educational services. ([RUSO, 5.1](#))

The Affirmative Action Plan at each university serves to supplement the Regents' policy on equal opportunity as it pertains to employment, and is an integral part of the employment policies of the Board. ([RUSO, 5.2](#))