



**Title: #IV-3. Policy on Equal Opportunity and Affirmative Action for WVU at Parkersburg**

**Date: July 28, 2005** (Replaces version dated November 10, 2003)

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### **Policy Statement**

West Virginia University at Parkersburg is an Equal Opportunity/Affirmative Action institution. In compliance with [Title VI of the Civil Rights Act of 1964](#), [Section 504 of the Rehabilitation Act of 1973](#), [Title IX of the Education Amendments of 1972](#), the [Age Discrimination Act of 1975](#), the [Vietnam-Era Veterans Readjustment Assistance Act of 1974](#) the [Americans with Disabilities Act of 1990](#), and University policy, WVU at Parkersburg does not discriminate on the basis of race, sex, age, disability, veteran status, religion, sexual orientation, color, or national origin in the administration of any of its educational programs, activities, or with respect to admission or employment. Further, faculty, staff, students, and applicants are protected from retaliation for filing complaints or assisting in an investigation under the WVU at Parkersburg Equal Opportunity Policy/Affirmative Action Plan.

### **Scope**

Every effort is made to ensure that campus policies regarding hiring, salary administration, promotion and transfer are based solely on job performance and job related criteria. In addition, personnel policies and practices, including those relating to compensation, benefits, transfer, retention, termination, training, self-development opportunities, as well as social and recreational programs, are administered without discrimination on the basis of age, color, disability, national origin, race, religion, sex, sexual orientation or veteran status.

WVU at Parkersburg provides all students comparable access to its physical facilities, academic programs, activities, and services. Within the limits of available resources, and educational program requirements, the college is willing to cooperate with other agencies in the delivery of services to disabled students who are unable to come to campus.

## **Application and Responsibilities**

WVU at Parkersburg's continued success in affirmative action depends in large measure not only on the commitment and involvement of those directly responsible for the program's implementation but also on the dedication of all employees. Equal opportunity is a fundamental and direct responsibility of all levels of management. Managers and department heads are required to comply with government regulations and the affirmative action goals of the campus.

The following practices and conditions will prevail to underscore this commitment:

- Each manager and department head will be responsible for making sure that those in positions to influence employment and personnel decisions are aware of, and comply with the policy and goals.
- In order to maintain a work environment that does not permit conduct that abuses the dignity of any individual through ethnic, sexual, racial or other discriminatory forms of harassment. Incidents of such will be dealt with promptly and disciplinary action will be taken as necessary.
- Various recruitment sources will be utilized to broaden the consideration of qualified applicants from all segments of the community.
- Reasonable accommodation will be made for disabled employees or applicants and for an employee's religious observance as permitted by sound business practices.

Inquiries regarding the non-discrimination policy or the institution's Affirmative Action Plan may be directed to the Special Assistant to the President for Policy and Social Justice at West Virginia University at Parkersburg.