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Equal Opportunity Statement

Pittsburg State University has adopted an Equal Opportunity Statement which is the official policy about education and employment. The Equal Opportunity Statement should be posted in each academic/administrative office. If additional copies are needed, contact the Office of Equal Opportunity. (The text of the Equal Opportunity Statement is at the end of the section.)

The University has also adopted a concise Equal Opportunity Statement which must be on all material regarding employment as well as any forms about sub-contracting, such as invoices. For further information, please contact the Office of Equal Opportunity. The concise Equal Opportunity Statement is: **Pittsburg State University is an Equal Opportunity/Affirmative Action Employer.**

The University has adopted an Educational Equity Statement. All publications about the University's educational programs and activities shall include the educational equity statement. Persons wishing information about the educational equity statement are encouraged to contact the Office of Equal Opportunity. The educational equity statement is: **Pittsburg State University is committed to a policy of educational equity. Accordingly, the University admits students, grants financial aid and scholarships, conducts all educational programs, activities and employment practices without regard to race, color, religion, sex, national origin, sexual orientation, age, marital or parental status, ancestry, genetic information, gender identity, gender expression, military or veteran status, or disabilities.**

The Equal Opportunity Statement

Pittsburg State University is committed to a policy of equal opportunity for all members of the University community. To ensure that all individuals have the opportunity to realize their employment goals and/or their educational goals and potentials, the University shall conduct all endeavors and activities without discrimination based on race, color, religion, sex, national origin, sexual orientation, age*, marital or parental status, ancestry, genetic information, gender identity, gender expression, military or veteran status, or disabilities. Equal opportunity for employment, education, and educational-related activities shall be extended to all qualified persons.

To affirm the policy of equal opportunity, the University pledges to develop, implement and coordinate the policies, programs, procedures and practices necessary to promote participation by all groups in the programs and activities conducted by the University at all levels. The University is committed to the elimination of all policies, procedures and practices that work to the disadvantage of individuals on the basis of race, color, religion, sex, national origin, sexual orientation, age*, marital or parental status,

ancestry, genetic information, gender identity, gender expression, military or veteran status, or disabilities. Any policy or procedure which operates to the disadvantage of underutilized groups shall be eliminated, unless it can be demonstrated that important educational or related goals will be achieved by continuing use of that policy or procedure. Therefore, whether in employment or educational endeavors, the University maintains that the significant factors to be considered are the individual's abilities, talents, skills, qualifications, interests, and potentials in fulfilling the mission of the University.

To implement the principles of equal opportunity, Pittsburg State University maintains an Affirmative Action plan, program and procedures as articulated through the relevant federal and state laws, rules and regulations.** Affirmative Action promotes the increase of participants and level of involvement in the University of underutilized minorities, women, persons with disabilities and those veterans who are included in relevant legislation. Affirmative Action takes into consideration the availability of persons who compose the underutilized groups, the factors involved in increasing participation among said groups, and the efforts expended by the University community. To prevent detrimental neutrality, the foundation elements of the Affirmative Action plan, program and procedures at Pittsburg State University are good faith, reasonableness, equality and leadership in Affirmative Action.

Consistent with the laws, rules and regulations, the University shall include as part of its Affirmative Action program (a) an analysis of areas within which the University is deficient in the utilization of members of affected classes, and (b) goals and timetables to which the University's good faith effort must be directed to correct those deficiencies.

* As specified by law.

** Executive Order 11246, as amended; Revised Order No. 4, Title VI of

the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Title VII of the Civil Rights Act of 1964 as amended; Section 503 and 504 of the Rehabilitation Act of 1973; Vietnam Era Veterans Readjustment Assistance Act of 1974; Equal Pay Act of 1963 as amended; Age Discrimination Act of 1967 as amended; Americans With Disabilities Act; Code of Federal Regulations, Title 41, Chapter 60; Code of Federal Regulations, Title 45 and 29 as relevant to equal opportunity; Kansas Act Against Discrimination; Kansas Executive Order No. 80-47.

(Source: PSU Unclassified Handbook)

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Pittsburg State University