

# Affirmative Action/Equal Opportunity Office

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The vision statement of the Affirmative Action/Equal Opportunity (AA/EO) Office reads as follows:

*"USU sees an environment in which every individual has an opportunity to learn, work, and contribute, and where full inclusion and respect for all people encourages creativity and productivity. The result will be students, faculty, and staff working together, serving and strengthening our local, national, and global communities."*

In support of this vision, it is the policy of Utah State University to ensure equal educational and employment opportunity regardless of race, color, religion, sex (including sexual harassment), national origin, age, disability, or veteran status. In addition, discrimination based on sexual orientation is prohibited in the hiring of employees or in evaluating employee or student performance.

The AA/EO Office implements federal, state, and University anti-discrimination laws, statutes, and policies, and strives to provide an atmosphere in which students, staff, and faculty can work, study, and live without fear of discrimination or sexual harassment. It also works to increase access to education and employment for groups that have traditionally faced barriers to opportunities in these areas.

The AA/EO Office focuses on a variety of areas. The major responsibilities of the office include:

1. Developing affirmative action policies, plans, and programs at USU aimed at increasing employment opportunities for underrepresented groups of women, minorities, persons with disabilities, and veterans.
2. Monitoring the representation and status of women and minorities who are prospective or current faculty or staff.
3. Investigating, processing, and resolving discrimination and sexual harassment complaints.
4. Providing training on affirmative action/equal opportunity laws, policies, prevention of sexual harassment, and valuing diversity.
5. Enhancing awareness of and sensitivity toward diversity and "differences."

Utah State University is dedicated to providing equal opportunity in education and employment to all students, faculty, and staff. University members who feel their rights have been violated, want information, or just need some guidance relating to their course of action should contact the Affirmative Action/Equal Opportunity Office, located in Main 161, or call (435) 797-1266. Copies of the complete Affirmative Action Program, Affirmative Action/Equal Opportunity Policy, Sexual Harassment Policy, and Discrimination Complaint Policy, as well as information pertaining to other AA/EO-related laws and policies at the local (USU), state, and federal levels, are available in the AA/EO Office and on the AA/EO website: <http://www.usu.edu/aaeo>