

# Affirmative Action/Equal Opportunity Office

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**Director:** David L. Ottley

**Location:** Military Science 216

(Enter through door at southeast corner of building)

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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 and pregnancy), 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, faculty, and participants in USU-sponsored activities and programs can work, study, and live without fear of illegal discrimination or 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, which include (but are not limited to):

1. Acting as the Title IX and Section 504 Coordinator for the University. This is the responsibility of the AA/EO Director.
2. Receiving, investigating, evaluating, processing, and assisting in the resolution of illegal discrimination and harassment (including sexual harassment) issues and complaints.
3. Providing training on affirmative action, illegal discrimination, harassment (including sexual harassment), valuing diversity and "differences," and other AA/EO-related topics to a variety of audiences, including students, staff, faculty, and community.
4. 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.
5. Monitoring the representation and status of women and minorities who are prospective or current faculty or staff.

Utah State University is dedicated to providing equal opportunity in education and employment to all students, faculty, staff, applicants, and participants in University programs. Members of the University community, who feel their rights have been violated, want information, or just need some guidance relating to their course of action relating to AA/EO issues, should contact the Affirmative Action/Equal Opportunity Office, located in Military Science 216 (use entrance at southeast corner of building), or call (435) 797-1266. Copies of the complete Affirmative Action Program are available in the AA/EO Office. Copies of AA/EO-related policies, including the sexual harassment policy and discrimination complaint policy, are available in the office. Information pertaining to other AA/EO-related laws, policies, and issues at the local (USU), state, and federal levels are also available at the office. These items, along with other information, are also available on the AA/EO Office website at: <http://www.usu.edu/aaeo>