ELIZABETH CITY STATE UNIVERSITY
Equal Employment Opportunity Policy Statement

Elizabeth City State University is committed to providing equal employment opportunities for all applicants for employment, faculty, staff and students regardless of race, color, national origin, creed, religion, sex, age, disabling condition, genetic information or political affiliation, except where religion, sex or age are bona fide job related employment requirements. This is in keeping with Title VII of the Civil Rights Act of 1964 as amended, the Civil Rights Act of 1991, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1968, as amended, Executive Order 11246 as amended, the Rehabilitation Act of 1973, the Civil Rights Restoration Act of 1988, the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008, the Genetic Information Nondiscrimination Act of 2008, NC G. S. 126-16 as amended, and other State EEO and anti-discrimination laws or statutes.

Elizabeth City State University prohibits retaliatory action of any kind taken by any employee of Elizabeth City State University against any other employee or applicant for employment because that person made a charge, testified, assisted or participated in any manner in a hearing, proceeding or investigation of employment discrimination.

Elizabeth City State University will ensure that a results-oriented program is implemented to overcome the effects of past discrimination and to eliminate any artificial barriers to employment opportunities for all qualified individuals.

This program shall ensure greater utilization of all persons by identifying the underutilized groups in the workforce and making special efforts to increase their participation in recruitment, selection, training and development, upward mobility programs and any other terms, conditions or privileges of employment.

Elizabeth City State University will provide, when necessary, reasonable accommodations for applicants and/or employees with disabling conditions. In doing so, the University will enable employees with disabling conditions to successfully perform the essential functions of the job or benefit from training.

The university is committed to ensuring non-discriminatory practices in recruitment, selection, hiring, promotion, compensation, performance appraisal, disciplinary and grievance procedures, separation and reductions-in-force.

The university is committed to providing a work environment free of harassment based on race, color, national origin, religion, creed, sex, age, disabling conditions, political affiliation, including sexual harassment.
Program objectives and timetables will be established to reduce and eliminate underutilization through the equal employment opportunity plan and program. Responsibility for the development of this plan and program is hereby assigned to the EEO Officer. Responsibility for the implementation of and compliance with this plan and program will be shared by all managers and supervisors. It shall be the ultimate responsibility of the Chancellor to ensure that plan objectives are met.

The equal employment opportunity program will be evaluated and monitored continuously. Periodic reports on the progress of this program will be presented to the Chancellor by the EEO Officer.

Elizabeth City State University is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously underutilized human resources.