

POLICY MEMORANDUM

No. I-27

Affirmative Action

Purpose

This policy provides the foundation of our compliance with federal regulations and guidelines that pertain to affirmative action and equal employment opportunity.

The Missouri University of Science and Technology (Missouri S&T) is an equal employment opportunity-affirmative action institution. In this regard, the University complies with federal regulations and guidelines in recruitment and hiring to:

- (1) provide full and equal employment opportunity to all qualified persons without regard to race, creed, color, sex, sexual orientation, religion, national origin, age, disability and veterans status;
- (2) prohibit discrimination in recruitment, employment, and conditions of employment, including salary and benefits related thereto;
- (3) promote employment opportunity and to take affirmative action in this regard.

Affirmative action means the elimination of all existing discriminatory conditions, whether purposeful or inadvertent. This nondiscrimination policy applies to all persons, whether or not the individual is a member of a conventionally defined "protected group". In other words, no person shall be denied employment, promotion or related benefits on the grounds of his or her race, creed, color, religion, sex, sexual orientation, age, disability or national origin.

Guidelines and procedures for compliance with federal regulations in recruitment and hiring are available from the Office of Human Resource Services, Office of the Provost, and Office of the Chancellor. They must be adhered to in all instances.

The Office of Human Resource Services is designated as the coordinator of equal employment opportunity. The Office of Human Resources Services shall periodically analyze personnel actions to ensure compliance with this policy.

As Chancellor of Missouri S&T, I am committed to equal employment opportunity and the attainment of the University objectives of the affirmative action plan.

EFFECTIVE DATE: Immediately

RESPONSIBILITY: Administrators, deans, directors, department chairs, and members of each search committee

BASIS: University of Missouri Collected Rules and Regulations, Section [320.010](#) and [330.070](#)

John F. Carney III
Chancellor