University Policy 1070

Equal Opportunity Statement

Effective Date

February 1986

Last Revision Date

July 2015

Responsible Party

Office of Institutional Compliance and Ethics, (208) 426-1258

Scope and Audience

This policy applies to all University faculty, staff, and students.

Additional Authority

- Title VII of the Civil Rights Act of 1964
- Title I and Title V of the Americans with Disabilities Act of 1990
- The Age Discrimination in Employment Act of 1967
- Equal Pay Act of 1963
- Title II of the Genetic Information Nondiscrimination Act of 2008
- Section 503 of the Rehabilitation Act of 1973
- Executive Order 13672
- Idaho Code § 67-5909A

1. Policy Purpose

To describe the University’s equal opportunity policy.
2. Policy Statement

Boise State University is an equal opportunity employer and educator. The University believes that commitment to fairness and respect for all creates an environment that is conducive to the free and open exchange of ideas.

2.1 Equal Employment Opportunity Statement

Boise State University is committed to providing equal employment opportunities to all employees and qualified applicants for employment as provided for by federal, state, and local law. The University endeavors to recruit, hire, train, and promote employees in all job titles in accordance with the University’s Affirmative Action Program. All other personnel actions are administered without regard to race, color, religion, sex, age, gender identity, national origin, disability, protected veteran status, sexual orientation, genetic information or any other status as protected under applicable federal, state or local law.

2.2 Nondiscrimination in Educational Programs and Equal Access Statement

Boise State University prohibits discrimination against any individual on the basis of race, color, religion, sex, age, gender identity, national origin, disability, protected veteran status, genetic information or, sexual orientation, except as allowed by federal, state or local law, in any phase of its admission or financial aid programs, and other aspects of its educational programs and in allowing access to University services, facilities or activities.

3. Responsibilities and Procedures

3.1 Affirmative Action Plan

a. In addition to providing equal opportunity, the University has specific legal obligations as a recipient of federal funding and as a federal contractor. These obligations include the development and implementation of an Affirmative Action Plan. Under the Affirmative Action Plan, the University makes good faith efforts to employ women, minorities, qualified individuals with disabilities, and protected veterans.
b. The President and vice presidents are responsible for overseeing the implementation of policy and the University’s Affirmative Action Plan. The Associate Vice President for Human Resources is responsible for monitoring University practices and procedures to ensure compliance with the policy and federal, state, and local laws.

Revision History

July 1995; July 1997; January 2012; July 2015