

AFFIRMATIVE

ACTION

PLAN

Plan for Individuals with Disabilities

March 1, 2017 - February 28, 2018

SIU

Southern
Illinois
University

CARBONDALE

**OFFICE OF FEDERAL CONTRACT COMPLIANCE
PROGRAMS (OFCCP)
AFFIRMATIVE ACTION PROGRAM (AAP)
FOR SECTION 503 OF THE REHABILITATION ACT**

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Southern Illinois University Carbondale
AFFIRMATIVE ACTION PROGRAM
for
INDIVIDUALS WITH DISABILITIES

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The material set forth in the AAP is deemed to constitute trade secrets, operations information, confidential statistical data, and other confidential commercial and financial data, within the meaning of the Freedom of Information Act, U.S.C. 552, Title VII of the Civil Rights Act of 1964 (as amended), 42 U.S.C. 2000e et seq., the Trade Secrets Act, 18 U.S.C. 1905, and 44 U.S.C. 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.

Southern Illinois University Carbondale

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES

TABLE OF CONTENTS

	<u>Page</u>
I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-741.44(a))	1
II. Review of Personnel Processes (41 CFR 60-741.44(b))	2
III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-741.44(c))	4
IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-741.44(d))	5
V. Anti-Harassment Procedures (41 CFR 60-741.44(e))	6
VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-741.44(f))	7
VII. Internal Dissemination of Policy (41 CFR 60-741.44(g))	8
VIII. Audit and Reporting Systems (41 CFR 60-741.44(h))	9
IX. Responsibility for Implementation (41 CFR 60-741.44(i))	10
A. Responsibilities of EEO Coordinator:	10
B. Responsibilities of Managers and Supervisors:	11
X. Training (41 CFR 60-741.44(j))	12
XI. Applicant and Hiring Data (41 CFR 60-741.44(k))	13
XII. Utilization Analysis (41 CFR 60-741.45(d))	14
XIII. Identification of Problem Areas and Action-oriented Programs (41 CFR 60-742.45(e) and (f))	15

I. Equal Employment Opportunity (EEO) Policy Statement (41 CFR 60-741.44(a))

The *EEO Policy Statement* on the following page is posted on our company's bulletin board along with our required employment posters and is viewable by both employees and applicants. The *EEO is the Law* poster is also posted on campus bulletin boards as well as made available electronically through our University website for viewing by online applicants.

Southern Illinois University Carbondale Affirmative Action Policy

It is the policy of Southern Illinois University Carbondale to provide equal opportunity and educational opportunities for all qualified persons without discrimination on the basis of race, color, religion, sex, national origin, age, disability, status as a protected veteran, sexual orientation, or marital status. The University is committed to the principles of equal employment and affirmative action and will continue to conduct all personnel actions in accordance with the letter and spirit of applicable state and federal statutes and regulations, including Executive Order 11246 as amended. Personnel actions include, but are not limited to, recruitment, hiring, position assignments, compensations, training, promotions, tenure consideration and award, retention, layoff, termination, and benefits.

The University recognizes that the barriers of race, sex, and national origin have resulted in the denial to some individuals of their full participation in all societal functions, and is committed to taking affirmative steps aimed at overcoming such historical patterns of discrimination in our society. The University's Affirmative Action Program identifies special actions intended to bring such groups into full participation in all aspects of university life. Through its Affirmative Action Program, Southern Illinois University Carbondale is committed to: (1) increasing the number of minority individuals and women in all aspects of the University, with special procedures applicable to those positions determined to be underutilized for minorities and women; (2) insuring cultural and educational diversity in the curricula of the university; (3) insuring the removal of barriers to the disabled; and (4) fostering attitudes in the University community that are supportive of the principles of equal opportunity and affirmative action to redress the consequences of past societal discrimination.

The responsibility for coordinating and monitoring compliance with the University's Equal Opportunity/Affirmative Action policy is assigned to the Associate Chancellor for Institutional Diversity. Implementation and assuring compliance with this policy is the responsibility of all academic and administrative units.

II. Review of Personnel Processes (41 CFR 60-741.44(b))

Southern Illinois University Carbondale complies with the requirement to “periodically review” its personnel processes by reviewing these processes annually to determine whether its present procedures assure careful, thorough, and systematic consideration of the qualifications of known individuals with disabilities. As part of this review, Southern Illinois University Carbondale also ensures that its personnel processes do not stereotype individuals with disabilities in a manner that limits their access to all jobs for which they are qualified. This review covers all procedures related to the filling of job vacancies either by hire or by promotion, as well as to all training opportunities offered or made available to employees.

The following is a set of procedures which may be used to meet the requirements of §60-741.44(b):

1. Applicant records are maintained which indicate whether an applicant self-identified as an individual with a disability. This information can be retrieved for review by the Department of Labor and the contractor's personnel officials for use in investigations and internal compliance activities.
2. Records are maintained which indicate employees considered for competitive promotions within the organization. Employees are given the opportunity to voluntarily self-identify disability status.
3. Records are maintained regarding training opportunities granted to employees, which include whether or not the employee has self-identified as an individual with a disability.
4. Any time a known applicant or employee with a disability is rejected for employment, promotion, or training, the hiring unit prepares a statement outlining the reason.
5. Requests for accommodation due to a disability are maintained along with the nature of the request and whether or not the accommodation was granted. If the accommodation was denied, the University prepares a statement describing the reason for denying the accommodation request. All accommodation records are treated as a confidential medical record in accordance with §60-741(d).

III. Review of Physical and Mental Job Qualification Standards (41 CFR 60-741.44(c))

Southern Illinois University Carbondale reviews the physical and mental job qualification standards of each job opening before it is publicly or internally posted to ensure that, to the extent that such qualification requirements tend to screen out qualified individuals with disabilities, they are related to the job(s) in question and consistent with business necessity and the safe performance of the job. The physical and mental qualifications are also reviewed as new jobs are established or job requirements are modified.

All job qualification requirements were found to be job related and consistent with business necessity and safety. Southern Illinois University Carbondale will continue to review physical and mental job qualification requirements whenever a job vacancy will be filled through either hiring or promotion and will conduct a qualifications review whenever job duties change.

If Southern Illinois University Carbondale at any time should inquire into an applicant's physical or mental condition or should conduct a medical examination, such inquiries or exams will be conducted in accordance with the Section 503 regulations and the information obtained as a result of the inquiry or exam will be kept confidential, except as otherwise provided for in the Section 503 regulations. The results of the examination or inquiry will only be used in accordance with the Section 503 regulations.

IV. Reasonable Accommodation to Physical and Mental Limitations (41 CFR 60-741.44(d))

Southern Illinois University Carbondale will continue its longstanding commitment to making reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities unless doing so would impose an undue hardship on the operation of its business. The University also commits to engaging in an interactive process with the person requesting the accommodation (or the person's representative), as needed, to determine an appropriate accommodation.

If an employee with a known disability has significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the manager or appropriate HR personnel will confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee indicates that the performance problems are related to his or her disability, the employee is asked if reasonable accommodation is needed.

In determining the extent of the University's accommodation obligations, the following factors are considered:

1. Business necessity; and
2. Financial cost and expense.

Southern Illinois University Carbondale will also ensure that all requests for reasonable accommodation and any medical or disability-related information provided to Southern Illinois University Carbondale will be treated as confidential medical records and maintained in a separate medical file.

V. Anti-Harassment Procedures (41 CFR 60-741.44(e))

Employees and applicants of Southern Illinois University Carbondale will not be subject to harassment because of disability. Retaliation, including intimidation, threat, coercion, or discrimination, against an employee or applicant because they have objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law regarding individuals with disabilities is prohibited. Any employee or applicant who believes that he or she has been subject to retaliation should promptly contact a manager in their chain of command, or promptly contact the EEO Coordinator for assistance.

This policy is available for employees and applicants to view. Furthermore, Southern Illinois University Carbondale monitors its environment for the presence of any forms of harassment, intimidation, or coercion and, where warranted, takes corrective action.

VI. External Dissemination of Policy, Outreach, and Positive Recruitment (41 CFR 60-741.44(f))

Southern Illinois University Carbondale undertakes appropriate outreach and positive recruitment efforts in order to effectively attract individuals with disabilities. In order to comply with the external dissemination of the EEO and Affirmative Action policy, the University provides written or electronic notification to all current subcontractors, vendors, and suppliers and will continue to do so on an annual basis. The University will also provide such notification to new subcontractors, vendors, and suppliers upon entering into a relationship with them. Southern Illinois University Carbondale has informed its recruiting sources, including State employment agencies and local employment service delivery systems, of the University's policy concerning the employment of qualified individuals with disabilities and will notify them of employment opportunities as they become available. Southern Illinois University Carbondale requested all recruiting sources to actively recruit and refer qualified persons for job opportunities. Southern Illinois University Carbondale will include the equal opportunity clause concerning the employment of qualified individuals with disabilities in all non-exempt subcontracts and purchase orders.

VII. Internal Dissemination of Policy (41 CFR 60-741.44(g))

Southern Illinois University Carbondale has developed internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities. Procedures are designed to foster understanding, acceptance, and support among all employees and to encourage them to help Southern Illinois University Carbondale meet this obligation.

The University realizes that an outreach program is ineffective without the adequate internal support from management personnel and other employees. In order to ensure greater employee cooperation and participation in the University's affirmative action efforts, Southern Illinois University Carbondale has adopted policies and engaged in activities which are not limited to the following:

1. Copy of our AAP for Individuals with Disabilities is available for inspection to any employee or applicant upon request;
2. *EEO Policy Statement* and the *EEO is the Law* poster are placed on bulletin boards located throughout our facilities and work areas;
3. Electronic versions of the *EEO Policy Statement* and the *EEO is the Law* poster are clearly labeled and posted on the university's webpage;
4. Meetings with executive, management, and supervisory personnel are held to explain the intent of the policy and individual responsibility for effective implementation;
5. Managers and supervisors are provided with affirmative action and EEO training upon commencement of their management roles;
6. Policy is discussed during employee orientation;
7. Union officials and/or employee representatives are informed of these policies;
8. When employees are featured in publications, individuals with disabilities are included when available.

VIII. Audit and Reporting Systems (41 CFR 60-741.44(h))

The Equal Opportunity Officer has the responsibility for the preparation and implementation of the AAP. Responsibility for the effective implementation of the AAP is also vested with each department manager and supervisor.

The following activities are reviewed at least annually to ensure freedom from discrimination against, or stereotyping of, individuals with disabilities in any manner. During the self-audit, the following activities are reviewed:

1. Recruitment, advertising, and job application procedures;
2. Implementation of hiring, promotion, upgrading, award of tenure, layoff, and recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Awarding of sick leave, leaves of absence, or implementation of any other leave policies;
6. Participation in training, mentoring, or apprenticeship programs, and attendance at professional meetings and conferences; and
7. Application of any other term, condition, or privilege of employment, including participation in University-sponsored educational, training, recreational, and social activities.

Southern Illinois University Carbondale's audit system includes periodic reports provided by Equal Opportunity Officer documenting Southern Illinois University Carbondale's efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions.

The following documents are maintained as a component of Southern Illinois University Carbondale's internal audit process: documentation of self-audit; summary data of personnel activity including external job offers and hires, promotions, resignations, terminations, and layoffs by job group relating to individuals with disabilities; and an applicant flow log showing the name, race, ethnicity, sex, disability status, veteran status, date of application, job title, and action taken for all individuals applying for job opportunities.

IX. Responsibility for Implementation (41 CFR 60-741.44(i))

A. Responsibilities of EEO Coordinator:

Ashley Followell, the Equal Opportunity Officer, has been designated to direct the activities of the affirmative action program. This person has the responsibility for ensuring the effective implementation of the University's AAP. These responsibilities include, but are not limited to:

1. Implementing the AAP for individuals with disabilities, policy statements, personnel policies and procedures, internal and external communication of the policy, and monitoring the effectiveness of these actions;
2. Reviewing all personnel actions, policies, and procedures to ensure compliance with Southern Illinois University Carbondale's affirmative action obligations;
3. Assisting Human Resources department with reviewing the qualifications of all applicants and employees considered/eligible for hiring, promotion, transfer, or layoff/reduction in force to ensure qualified individuals with disabilities are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur;
4. Assisting in the development of solutions for any identified problem areas;
5. Monitoring the effectiveness of the program on a continuing basis through the development and implementation of an internal audit and reporting system that measures the effectiveness of the program;
6. Keeping management informed of equal opportunity progress and problems within the University through, at a minimum, periodic reports;
7. Providing department managers with a copy of the AAP for individuals with disabilities and reviewing the program with them on an annual basis to ensure knowledge of their responsibilities for implementation of the program;
8. Reviewing the University's AAP for individuals with disabilities with all managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities;
9. Assisting in ensuring that career development of employees who are individuals with disabilities is equal to that of other employees;
10. Auditing the contents of University bulletin boards to ensure that required information is posted and up-to-date;

11. Serving as a liaison between Southern Illinois University Carbondale and enforcement agencies; and
12. Serving as a liaison between Southern Illinois University Carbondale and outreach and recruitment sources for individuals with disabilities.

B. Responsibilities of Managers and Supervisors:

Managers and supervisors are advised annually of their responsibilities under the University's AAP for individuals with disabilities. These responsibilities include, but are not limited to:

1. Reviewing the University's affirmative action policy for individuals with disabilities with subordinate managers and supervisors to ensure that they are aware of the policy and understand their obligation to comply with it in all personnel actions;
2. Reviewing the qualifications of all applicants and employees to ensure individuals with disabilities are treated in a nondiscriminatory manner when hiring, promotion, transfer, or layoff/reduction in force occur; and
3. Reviewing all employees' performance to ensure that non-discrimination is adhered to in all personnel activities.

X. Training (41 CFR 60-741.44(j))

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes receive annual training regarding Southern Illinois University Carbondale's AAP and their role in its implementation. Employees hired or promoted into these roles also receive training on regulatory requirements under Section 503 of the Rehabilitation Act soon after being hired or placed into these roles.

During the annual training, personnel are advised of their responsibilities under the AAP for individuals with disabilities and of their obligations to:

- Assist in the identification of problem areas, formulate solutions, and establish departmental goals and objectives when necessary;
- Ensure qualified applicants and employees who are individuals with disabilities are treated in a nondiscriminatory manner in all employment practices, including when making selection decisions, such as for hire, promotion, training, or to receive awards or bonuses:
- Provide reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities unless such accommodation would impose an undue hardship on the conduct of its business;
- Maintain confidentiality of any information regarding self-identification of individuals with disabilities; and
- Ensure that nondiscrimination is adhered to in all personnel activities.

XI. Applicant and Hiring Data (41 CFR 60-741.44(k))

Southern Illinois University Carbondale collects employee data pertaining to individuals with disabilities in order to assess the effectiveness of the University's outreach and recruitment efforts. We invite applicants to confidentially inform the University whether they believe they are individuals with disabilities in compliance with the Section 503 requirements. This data will be maintained by the University Affirmative Action Office for a minimum of three years.

XII. Utilization Analysis (41 CFR 60-741.45(d))

The utilization analysis is designed to evaluate the representation of individuals with disabilities in each job group within the contractor's workforce with the 7 percent utilization goal established by the OFCCP. The utilization goal is not a rigid and inflexible quota which must be met, nor is it to be considered either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden.

XIII. Identification of Problem Areas and Action-oriented Programs (41 CFR 60-742.45(e) and (f))

When the percentage of individuals with disabilities in one or more job groups is less than the utilization goal, the University takes steps to determine whether and where impediments to equal employment opportunity exist. When making this determination, we assess personnel processes, the effectiveness of the outreach and recruitment efforts, the results of our affirmative action program audit, and any other areas that might affect the success of the affirmative action program.

The University develops and executes action-oriented programs designed to correct any identified problems areas. These action-oriented programs may include the modification of personnel processes to ensure equal employment opportunity for individuals with disabilities, alternative or additional outreach and recruitment efforts, and/or other actions designed to correct the identified problem areas and attain the established goal.