

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.