



COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY (EEO)

North Carolina Central University is committed to Equal Employment Opportunity. We are required, by law, to recruit and hire persons without regard to race, color, creed, national origin, sex, religion, disability, age, sexual orientation or status as a veteran. These procedures have been established to ensure non-discrimination during the recruitment and selection process.

A principal objective of the University's Equal Employment Opportunity Program and Plan is the discovery, termination, and prompt remedy of formal or informal policy or practice that discriminates against individuals or groups of individuals. The second principal objective of the EEO Program is to ensure the appropriate full utilization of women, members of racial minority groups, veterans and individuals with disabilities within the EHRA administrative/faculty/staff of North Carolina Central University. To ensure compliance with both objectives, recruitment and selection efforts will be monitored by the EEO Director.

- Data regarding all recruiting efforts must be recorded in PeopleAdmin.
- In filling all EHRA vacancies, whether attributable to the creation of new positions, vacancies in established positions, opportunities for promotion or upon initial faculty appointment, each department or school is required to ensure compliance with equal opportunity policies.
- No offer of employment will be extended unless the person recommending employment has received EEO Compliance or EEO Waiver approval from the EEO Director.
- If the EEO Director concludes that inadequate fair and consistent employment practices were used, the EEO Director may require that the recruitment process be reopened and extended with alternative methods. If disagreement between the EEO Director and the respective senior administrator exists, the matter shall be referred to the Chancellor for final resolution.

In order for our university to remain in compliance with the guidelines mandated by state and federal law, the Office of Federal Contract Compliance Programs (**OFCCP**), all departments must adhere to the enclosed Office of Human Resources "EEO Requirements and Guidelines for EHRA Search Activities". Following the required guidelines will ensure that we are able to collect the required statistical information for our annual EEO Program and Plan compiled by the Equal Employment Opportunity Office.