
EQUAL OPPORTUNITY STATEMENT

Purpose:

Describes the university's equal opportunity policy.

Scope:

Applies to all University faculty, staff, and students.

Responsible Party:

Human Resource Services, Equal Employment Opportunity Affirmative Action Director
1910 University Drive, Boise, Idaho 83725
208-426-1616

POLICY

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.

Boise State University is committed to provide equal employment opportunities to all employees and qualified applicants for employment as provided for by federal, state and local law. Such decisions will be without regard to race, color, religion, gender, age, national origin, physical or mental disability, veteran status, sexual orientation, genetic information or any other status as protected under applicable federal, state or local law. This commitment applies to all terms and conditions of employment, including, but not limited to, hiring and recruiting, placement, training, compensation, benefits, promotion and termination.

Boise State University prohibits discrimination against any individual on the basis of race, color, religion, gender, age, national origin, physical or mental disability, veteran status, genetic information or, sexual orientation, 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.

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. The University's affirmative action plan is available to employees and job applicants upon request for review at the University.

The University President and Vice Presidents are responsible for overseeing the implementation of this equal opportunity policy and the University's affirmative action plan. The Equal Employment Opportunity/ Affirmative Action Director is responsible for monitoring University practices and procedures to ensure compliance with the policy and federal, state, and local laws