

# OAKLAND UNIVERSITY

## ADMINISTRATIVE POLICIES AND PROCEDURES

### 712 ADMINISTRATIVE GUIDELINES SUPPORTING THE EQUAL OPPORTUNITY POLICY

<b>SUBJECT:</b>	Administrative Guidelines Supporting the Equal Opportunity Policy
<b>NUMBER:</b>	712
<b>AUTHORIZING BODY:</b>	PRESIDENT
<b>RESPONSIBLE OFFICE:</b>	OFFICE OF DIVERSITY, EQUITY AND INCLUSION
<b>DATE ISSUED:</b>	OCTOBER 2010
<b>LAST UPDATE:</b>	OCTOBER 2010

#### RATIONALE:

The rationale for this policy is to further support the Board of Trustees' Equal Opportunity Policy and to further advance the University's commitment to diversity and inclusion. The University reiterates its unwavering commitment to building a community that welcomes and honors all people.

#### POLICY:

This policy defines the University's goals for diversity and inclusiveness and the roles and responsibilities of all faculty and staff in achieving those goals.

**Goals:** All faculty and staff and applicants for those positions, students and applicants for enrollment, and visitors to the University shall be treated with respect, courtesy and dignity, be valued and supported in a nurturing and welcoming campus community, have their differences celebrated, and collaboration, cooperation and understanding fostered among all persons. These goals will be manifested by providing equitable rights, privileges, opportunities, treatment, resources, services, participation, access and benefits to all persons through the development, formulation and implementation of University programs, policies, procedures, practices and contractual and other commitments, all without regard to their race, sex, gender identity, gender expression, sexual orientation, age, height, weight,

disability, color, religion or creed, national origin or ancestry, marital status, familial status or veteran status.

### **SCOPE AND APPLICABILITY:**

This policy applies to all faculty, staff, and students and shall be applied in all cases consistent with applicable State and Federal laws and regulations promulgated thereunder, as those laws may be amended from time-to-time, without the necessity of amending this Policy.

### **DEFINITIONS:**

### **PROCEDURES:**

The President has overall responsibility for this Policy, which specifically recognizes and endorses the goals of diversity and inclusiveness in every facet of the University's operations. The President has delegated the responsibility for carrying out this Policy to the Director of the Office of Diversity, Equity and Inclusion ("Director").

All faculty and staff shall consult with the Director when implementing and/or modifying University operations affected by this Policy for which they have management responsibility. The Director will advise, counsel and make recommendations to imbed the goals of diversity and inclusiveness into those University operations.

### **RELATED POLICIES AND FORMS:**

- OU AP&P #370 Use of Oakland University Facilities
- OU AP&P #410 Contracting and Employment Appointment Authority
- OU AP&P #500 Gifts and Grants
- OU AP&P #704 Internal Promotions and Transfer
- OU AP&P #710 Administrative Guidelines Prohibiting Discrimination, Including Title IX Sexual Harassment
- OU AP&P #711 Guidelines for Handling Discrimination Complaints
- OU AP&P #725 Filling Vacancies (Excluding Academics)
- OU AP&P #750 Oakland University Faculty Hiring Procedures

- OU AP&P #770 Temporary Employees and Casual Employees
- OU AP&P #1000 Procurement Policy

**APPENDIX:**