



SOUTHERN UTAH UNIVERSITY
Policies and Procedures

Policy # 13.2
Date Approved: 02/28/91
Date Amended: 07/01/98
Reviewed w/no Changes:
Office of Responsibility: VP Fin
Page 1 of 1

SUBJECT: AFFIRMATIVE ACTION COMMITTEE

- I. **PURPOSE:** To provide for a committee to assure a channel of communication throughout the University and the general community which will provide timely information concerning on-going equal opportunity programs.
- II. **POLICY:**
- A. **Responsibilities:**
1. To assist the Affirmative Action Director in establishing recommended target dates and goals for implementation of affirmative action programs, based on data accumulated, and studies reported.
 2. To develop additional programs which will strengthen the position of the University in its affirmative action efforts.
 3. To review and monitor the appropriateness and progress of current programs for broadening employment opportunities for minority groups, women, and individuals with disabilities.
 4. To review all recruitment plans for the hiring of faculty, administrative staff, and classified staff in consultation with the Affirmative Action Director.
 5. To review all employee handbooks and similar documents to assure their compliance with the Affirmative Action Program.
 6. To serve as a grievance committee for those cases involving discrimination claims in which satisfaction is not received through the regularly established grievance procedures.
- B. **Membership:** Membership of the Affirmative Action Committee shall consist of two (2) faculty members, two (2) administrative staff members, and two (2) classified staff members. The term of office shall be six (6) years with one (1) professional staff member, one (1) faculty member and one (1) classified staff member rotating every third year beginning July, 1991. Members shall be appointed by the President of the University.