



Charles R. Drew University of Medicine and Science

"A Private University with a Public Mission"

Affirmative Action

CDU POLICY 201.4

Issuing Officer: Vice President of Finance and Chief Business Officer

Responsible Office: Department of Human Resources

Effective Date: January 1, 2019

Revised Date/Review Date (If necessary): July 7, 2017

Supersedes (If necessary): CDU Policy I.E. 00320, Affirmative Action, October 29, 2010

PURPOSE

As a teaching and research institution receiving federal or other governmental funds, the University shall maintain policies consistent with the laws and regulations related to equal employment and affirmative action.

POLICY TEXT

Charles R. Drew University of Medicine and Science is committed to the employment, education and service of others in a diverse and inclusive environment. As a matter of policy, the University shall comply with all affirmative action requirements in accord with federal, state, or local law.

As part of the University's equal employment opportunity, Charles R. Drew University of Medicine and Science will also take affirmative measures as called for by applicable laws and Executive Orders, to ensure that individuals of underrepresented groups, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into the workforce and considered for promotional opportunities.

Employees and applicants shall not be subjected to any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by law.

BACKGROUND

As a Historically Black Graduate and Hispanic Serving Institution, the University continues to demonstrate its commitment to inclusiveness of underrepresented groups and will comply with any legal requirements related to the utilization or diversification of its workforce, students and contractors.

APPLICABILITY

All University employees and contractors, when applicable.

ROLES AND RESPONSIBILITIES

The Department of Human Resources oversees, monitors and provides guidance on the University's affirmative action mandates and it is the responsibility of each director, manager and or supervisor of the University to ensure prompt, affirmative implementation. All employees are expected to recognize these policies and cooperate with their implementation.

COMPLIANCE

All human resources policies shall be in compliance with Title VII of the Civil Rights Act of 1964, Uniformed Services Employment and Reemployment Rights Act, American with Disabilities Act and all other state and federal laws, rules and regulations, including (federal) Presidential Executive Order 11246, as amended by Executive Order 11375.

APPROVING AUTHORITY

University President and Board of Trustees.

DEFINITIONS

An affirmative action plan or program includes practices and procedures that the University implements to ensure all qualified applicants and employees are receiving an equal opportunity for recruitment, selection, advancement, and every other term and privilege associated with employment.

PROCEDURES

Not applicable

RELATED POLICIES/RESOURCES

CDU Policy 501 Non-Discrimination and Harassment