

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

1.0061 Affirmative Action Plan for Equal Employment Opportunity, and Administrative Organization for the Affirmative Action Program.

(1) Equal Employment Opportunity Policy.

(a) The University shall provide equal employment opportunities and practices for all qualified persons which conform to laws against discrimination on the basis of race, creed, religion, color, marital status, protected veteran status, sex, national origin, disability, political opinions or affiliations, age, genetic information, or handicap; and to promote the full realization of equal opportunity through a positive, continuing program of affirmative action which shall be aimed at enlarging and expanding the employment opportunities of qualified women and minority groups throughout the University.

(b) The University is committed to three (3) basic goals relating to Equal Employment Opportunities:

1. The analysis of current practices and policies, and the adoption of new or revised practices and policies when necessary, to insure the establishment of specific procedures for equalizing.

2. The elimination and correction of practices and individual inequities which perpetuate or result from discrimination toward women or minority groups.

3. The intensified recruitment and consideration of women and minority groups to ensure that candidates and employees with appropriate qualifications, potential, and responsibility are afforded equal opportunity for selection, training, and promotion, and are compensated without discrimination due to race, creed, color, religion, marital status, protected veteran status, sex, national origin, political opinions or affiliations, age, genetic information or disability.

(c) The University shall provide for Equal Employment Opportunity by:

1. Recruiting, hiring, training, and promoting persons in all job classifications without discrimination with regard to race, creed, color, religion, protected veteran status, marital status, national origin, political opinions and affiliations, sex, age, genetic information, or disability, unless specific sex, age, physical or mental disabilities are bona fide occupational qualifications.

2. Insuring that employment and promotion decisions are in accord with existing criteria.

3. Insuring that all personnel actions, benefits, and programs are administered without illegal discrimination.

(2) Affirmative Action Plan for Equal Employment Opportunity -- The Affirmative Action Plan for Equal Employment Opportunity, as mandated by Executive Order #11246, implements the Equal Employment Opportunity Policy stated above. The Plan is subject to annual review and change as circumstances require. The Plan contains a set of specific and result-oriented procedures to which the University commits every good faith effort, a work force analysis which identifies deficiencies in the representation of women and minority groups, and goals and timetables to correct the deficiencies and to increase the employment of women and minorities at all levels.

(3) Administrative Organization of the University's Affirmative Action Program.

(a) The Vice President for Human Resource Services is designated by the University President as the University's Chief Administrative Officer for Affirmative Action. He or she shall have the authority and responsibility to take the steps necessary to fully implement the Plan and any changes therein, provide a continuing process for reviewing performance under the Plan, and take corrective action when needed to assure full compliance with the Plan and University of Florida Regulations 1.0061 and 1.0062. Penalties for infractions of the University's Affirmative Action Plan or Regulations shall be administered pursuant to University of Florida Regulation 1.007.

(b) The Vice President for Human Resource Services shall be assisted by the Director of Institutional Equity and Diversity. He or she shall work with University personnel to insure full

coordination and compliance with the Plan and Regulations of the University of Florida governing equal employment opportunity and affirmative action.

(c) The Senior Vice Presidents and Vice Presidents shall be responsible for the implementation of the University's affirmative action plan and shall ensure compliance with the plan in his or her area of supervision.

(d) Each Dean or Director shall appoint an Equity Officer to serve as liaison between the Office of Institutional Equity and Diversity and the units of his or her division or college.

Authority: BOG Regulation 1.001.

History--New 2-23-82, Formerly 6C1-1.061, Amended 3-2-87, 4-30-95, 3-17-09, Formerly 6C1-1.0061, Amended 3-16-10, 9-20-10 (technical changes only).