2.1 AFFIRMATIVE ACTION

A. Policy

The Louisiana State University Health Sciences Center recognizes its legal and moral obligations to guarantee equal employment opportunity to all persons in all segments of University life. We also recognize the historical denial of equal opportunity to certain segments of our population. We are therefore committed to providing equal opportunity at the Health Sciences Center to fulfill our legal and moral obligations.

B. Procedure

It is with a genuine concern for all people that we publicly express our commitment to equal employment opportunity and affirmative action. This commitment includes not only providing equity in our present employment practice, but also a commitment to the removal of past barriers that hinder equal employment opportunities.

The Health Sciences Center is committed to this policy because it is our belief that it is morally right, it is good personnel management, and it is legally required by Title VII of the Civil Rights Act of 1964, as amended, by Equal Employment Opportunity Act of 1972, Executive Order Number 11246, the Rehabilitation Act of 1973, as amended, Title IX of the Education Amendments of 1972, the Vietnam Era Veterans Readjustment Assistance Act of 1974, Governor Edwin Edwards' Executive Order Number 13, and Louisiana Fair Employment Practices Act.

Louisiana State University Health Sciences Center will not discriminate against any individual because of a physical or mental handicap or because of Vietnam era/disabled veteran status. Further, it is the policy of the Louisiana State University Health Sciences Center to take affirmative action in the employment of qualified handicapped individuals, Vietnam era and disabled veterans. This will include all employment practices. Reasonable accommodation will be provided whenever possible in an effort to advance employment opportunities for handicapped individuals and disabled veterans.

Employees or applicants are protected from coercion, intimidation, interference of discrimination for filing a complaint or assisting in an investigation under the acts covering these individuals.

Louisiana State University Health Sciences Center will take affirmative action to ensure that the following will be implemented at all levels of administration:

1. Base employment decisions so as to further the principles of equal employment opportunity,

2. Ensure that all personnel actions, such as, compensation, tenure, benefits, transfers, layoffs, recall from layoffs, education, tuition assistance, social and recreation programs be administered without regard to race, color, religion, sex, age, national origin, handicap, veteran status or any other non-merit factor.
Basic guidelines and methods of achieving the goal of equal employment opportunity will be set forth in Louisiana State University Health Sciences Center’s Affirmative Action Program. A copy of the University Health Sciences Center’s Affirmative Action Program is located in the Department of Human Resources and the University Library.

Implementation of the program coordination and monitoring to ensure compliance is the responsibility of the Human Resource Management Division.

Any person having questions regarding this program should contact the Director of Equal Employment Opportunity or the Assistant Director of Human Resources Management, Shreveport.

Therefore, in keeping with application of federal and state laws and regulations, we at the Louisiana State University Health Sciences Center commit ourselves to this Affirmative Action Plan that is designed to demonstrate our good faith to successfully achieve, for academic and non–academic staff, the goal of equal employment opportunity. The plan may be reviewed by any interested employee or applicant in the Department of Human Resource Management Monday through Friday between the hours of 9:00 a.m. and 4:30 p.m. or the University Health Sciences Center Library, during the same hours.