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## Affirmative Action/Equal Employment Opportunity Policy

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Responsible Executive:

Responsible Office:

UL Lafayette firmly supports the national policy of Affirmative Action/Equal Employment Opportunity as set forth in the University Affirmative Action Plan. The University policy in the area of equal employment opportunity shall be administered without regard to race, color, religion, sex, sexual orientation, age, national origin, disabilities, or a person's status as a disabled veteran or veteran of the Vietnam Era. The University policy also prohibits sexual harassment in accordance with state and federal laws and regulations. Additionally, the University policy allows for sick leave use for maternity reasons and treats such requests in a manner similar to leave requests for any other temporary disability. Execution of this policy requires vigorous efforts to identify and attract women and minority group applicants (where underrepresented) who meet the University's qualification standards and, where necessary, to maintain on file their applications in order to consider them with others as openings develop.

University policy fully embraces equality of opportunity for all employees by affirming that the University will take affirmative action to ensure that all applicants receive fair consideration for employment and the employees are treated fairly during the period of employment. Paul Thomas, Chief Human Resources Officer, has been assigned responsibility for continuing development, implementation, and monitoring of the Affirmative Action Program. Mr. Thomas is also responsible for designing and implementing audit and reporting systems that will:

1. Measure effectiveness of the University's Affirmative Action Program.
2. Provide indications of need for remedial action.
3. Determine the degree to which the University's goals and objectives have been attained.

### Policy on Nondiscrimination

The University of Louisiana at Lafayette does not discriminate on the basis of race, color, national origin, age, religion, sex, sexual orientation, or disability in admission to, access to, treatment in or employment in its programs and activities as required by Title VI and Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act of 1967, Age Discrimination Act of 1975, the Equal Pay Act of 1963, Title IX of the Education Amendments of 1972, Executive Order 11246, Section 503 and 504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 and the 1990 Americans With Disabilities Act. The following person has been designated to handle inquiries regarding the nondiscrimination policies:

Paul Thomas, SHRM-SCP, SPHR  
Chief Human Resources Officer  
EEO and Title IX Officer  
P. O. Box 40196, Buchanan Hall Room 302  
University of Louisiana at Lafayette  
Lafayette, LA 70504

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(337) 482-6242

Inquiries concerning the application of nondiscrimination policies may also be referred to the Regional Civil Rights Director, Office for Civil Rights, Dallas Office, U.S. Department of Education, 1999 Bryan Street, Suite 2600, Dallas, Texas, 75201; (214) 880-2459; Fax (214) 880-3082; TDD (214) 880-2456; Email: [OCR.Dallas@ed.gov](mailto:OCR.Dallas@ed.gov).

Full cooperation and assistance is expected. The University's plan is available for review during regular office hours in the Chief Human Resources Officer's office located in Room 302 of Buchanan Hall. Anyone having questions regarding the University's Affirmative Action/EEO Policy or its implementation should discuss the matter with Paul Thomas in Room 302 of Buchanan Hall or by calling (337) 482-6242, 7:30 a.m. to 5:00 p.m. Monday-Thursday and 7:30 a.m. to 12:30 p.m. on Friday.



*Operational Review*  
Martin Hall, Room 309  
104 E. University Circle, Lafayette, LA 70503  
(337) 482-1394 | [policies@louisiana.edu](mailto:policies@louisiana.edu)

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