



## **RU Policy No. 2.8**

**Responsible Division:** Office of Human Resources

**Originally Issued:** Unknown.

**Last Revised:** 10/2017

**Revised Effective Date:** 10/2017

### **Equal Employment Opportunity Policy**

#### ***Policy Statement***

Roosevelt University being founded out of a dispute over equal access to education provides a logical foundation for this Policy. The University has had a vision of social justice over the course of its history that is supported by an employment policy that promotes inclusion and diversity. This Policy supports the Roosevelt University mission to “...be a national leader in educating socially conscious citizens for active and dedicated lives as leaders in their professions and their communities.” An applicant or employee who reports a concern that they have experienced or are aware of a violation of this Policy shall not be subject to retaliation for making such a report.

The University reserves the right to modify or amend this Policy at any time, at its sole discretion. Any change to this Policy will become effective at the time designated above, and the changes will apply to both prospective students and those already enrolled. This Policy does not constitute an express or implied contract between Roosevelt University and any past, present, or prospective student, employee (including administrator, faculty, or staff), contractor, or volunteer. Unless otherwise stated, the term “Employee” as used in this Policy shall refer to all employees (including administrators, faculty, and staff), contractors, and volunteers.

#### ***Policy***

It is a violation of University Policy for any Employee to discriminate against an applicant or another Employee regarding the terms and conditions of their employment on the basis of age, ancestry, citizenship, color, creed, disability, gender, gender identity, genetic information, marital status, military status, national origin, parental status, pregnancy, race, religion, sexual orientation, source of income, unfavorable discharge from military service, veteran status, as a result of being the victim of domestic or sexual violence or other classes protected by law. An Employee who violates this Policy will be subject to disciplinary action, up to and including termination.

For the purpose of this policy, “terms and conditions of employment” includes recruiting, hiring, training, compensation, promotion, demotion, transfer, layoff, termination, and other terms and conditions of employment. This Policy includes a commitment to maintaining a work environment that is free from unlawful harassment on the basis of the same legally-protected classes.

Any member of the University faculty or staff, including applicants, who believes this Policy has been violated should bring the alleged violation to the attention of the Vice President of Human Resources/Chief Human Resources Officer.

***Entities Affected by this Policy***

All Divisions of the University.

***Related Documents***

See RU Policy No. 2.5 (Policy Prohibiting Discrimination, Harassment, Bullying, and Retaliation). Please also reference any complaint resolution or other procedures implemented pursuant to this Policy.

***Revision and Implementation***

The Vice President of Human Resources shall have the authority to revise this Policy, subject to the approval of the President's Executive Council.

The following shall have the authority to establish any procedures necessary to implement this Policy:

- The Vice President of Human Resources; and
- The Vice President of Enrollment Management and Student Affairs (and/or, as authorized by the VP, the Associate Vice President of Student Affairs and Dean of Students).