

# GLENVILLE STATE UNIVERSITY POLICIES

## POLICY 50

### EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

#### 50.1. General.

1.1. Scope This rule sets forth the Glenville State University Board of Governors Equal Employment Opportunity and Affirmative Action Policy.

1.2. Authority W. Va. Code §§ 18B1-6 and 18B2A-4

1.3. Effective Date February 5, 2020

1.4. Revision of Former Policy Repeals and replaces Glenville State e) Vietnam ~~Act~~ Veterans Readjustm

(f)  
Sections 503 and 504 of the Rehabilitation Act; (g) Executive Order 11246 (h) Immigration Reform and Control Act of 1986 (i) Equal Pay Act; (j) Age Discrimination Act; (k) Americans with Disabilities Act; (l) Disabled Veterans Act; and (m) the Genetic Information Nondiscrimination Act of 2008.

2.2. Glenville State University is an Equal Opportunity Affirmative Action Institution that does not discriminate on the basis of race, sex, age, disability, veteran status, religion, color, ancestry, marital status, gender, sexual orientation or national origin in the administration of any of its educational programs, activities, or with respect to admission or employment. Glenville State University also does not discriminate based upon genetic information in the areas of employment or employee health insurance benefits.

#### 50.3. Implementation, Complaint Procedures and Disciplinary Action

3.1. The President and his/her designee is responsible for implementing this policy in accordance with State and Federal law and pursuant to any other Glenville State University Policy or administrative procedure established by the President.

3.2. The President or Title IX/Equal Employment Opportunity/Affirmative Action Coordinator/ADA Compliance Officer (upon approval by the President) may establish administrative procedures to

3.3. Violators of this policy may be subject to disciplinary sanctions. Appropriate disciplinary actions for students may include but are not limited to counseling, educational sanctions, disciplinary probation, suspension or expulsion. Employees who violate this policy may be subject to disciplinary action up to and including suspension without pay and employment termination. All other violators will be sanctioned as appropriate and in a manner not inconsistent with this policy and/or other Glenville State University policy. Complaints that allege an act of sexual violence, sexual misconduct or other criminal law violation may be referred to the