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POLICY PROPOSAL
TITLE 4 , CHAPTER 8, misc SECTIONS
Affirmative Action & Equal Opportunity Employment

Additions appear in boldface italics, deletions are ~~stricken~~ and bracketed]

Section 1. Introduction

The Nevada System of Higher Education is guided by the principle that there shall be no difference in the treatment of persons because of race, religion, color, age, sex, disability, or national origin, and that equal opportunity and access to facilities shall be available to all. This principle is applicable to every member of the Nevada System of Higher Education community, both students and employed personnel at every level, and to all units, facilities, and services of the Nevada System of Higher Education. (B/R 3/93)

This principle governs the admissions and subsequent treatment of students in all institutions, as well as student participation in extracurricular activities. It is a guiding policy in the employment of students, either by the Nevada System of Higher Education or by outsiders through the System. All student services, including financial aid, placement, tutoring, and counseling, are governed by the concept of equal opportunity. (B/R 11/88)

The same principle is applicable in NSHE-owned or NSHE-approved housing, in the use of food services, student unions, and all other Nevada System of Higher Education facilities. (B/R 11/88)

In the employment of all personnel, the Nevada System of Higher Education recognizes that as a public agency it has a further commitment: It is obligated to support Federal and State policies which seek to achieve equal opportunity in employment for members of minority groups, women, and ~~the handicapped~~ persons with disabilities. As used in this document, minority groups will be the groups defined in Health, Education, and Welfare (HEW) guidelines. Two important concepts are embodied in Equal Employment Opportunity:
(B/R 11/88)

1. Nondiscrimination
2. Affirmative Action

Affirmative action requires more than employment neutrality. It ~~require~~ the Nevada System of Higher Education to make additional efforts to recruit, employ, retain, and promote qualified women, minorities, and ~~the handicapped~~ persons with disabilities. The affirmative action

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Section 3. General Policy of the Board of Regents on Equal Employment Opportunity

appointing authorities. These checklists and summaries must identify all final candidates interviewed for the position by sex and race, and also identify the person nominated for the position by name, race, and sex. If minorities, women, [