

Equal Opportunity and Affirmative Action

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Contact: [Office of Equal Opportunity \(OEO\)](#)

Introduction

Iowa State University has committed itself to develop and implement affirmative action programs with respect to employment in compliance with all applicable federal, state, and Board of Regents' rules, regulations and policies relative to nondiscrimination.

Policy Statement

While this institution's commitment to equal opportunity and affirmative action encompasses and governs employment decisions of all university employing units, it does not, however, obviate the responsibilities and prerogatives of such units to:

- Develop appropriate job descriptions where warranted
- Utilize existing job descriptions which have already been modified
- Recruit, screen applications, interview applicants and select personnel deemed most suitable for the positions to be filled

Neither the university nor any of its employing units is required by law to grant preferential treatment to individuals to achieve affirmative action goals. At the same time, it is incumbent upon the university to demonstrate that:

- Positive steps have been taken to recruit and employ members of those groups protected by state and federal regulations who are not currently adequately represented in our work force
- Our selection procedures have not had an indefensible disparate effect on any particular class of individuals in violation of federal regulations

Therefore, applicants are invited to self-identify. (See Resources below.)

Each search for faculty and Professional and Scientific hires shall include review and approval of the applicant pool by the university PRIOR to:

- Interviews
- Review and approval of the hiring recommendation
- Extending an offer of employment

Resources

Links

- [Office of Equal Opportunity](#)
- [Invitation to Self-Identify – Disability and Veterans](#)
- [Hiring and Employment Policy](#)
- [Iowa Code Chapter 19B](#)
- [29 USC Sec. 793](#)
- [38 USC Sec. 4212](#)