

## Office for Equal Opportunity

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## Office for Equal Opportunity at NC State University

The Office for Equal Opportunity (OEO) is housed in the Provost's unit. Formerly known as the "Affirmative Action Office," the office changed its name in 1997 to accurately encompass all of the functions and areas that it addresses, not just the affirmative action component.

In keeping with the educational mission of the university, the Office for Equal Opportunity (OEO) at NC State works to ensure that the university is a non-discriminatory and harassment-free environment where people can work and learn. To that end, OEO's mission is four-fold: education, intervention, compliance, and service (outreach). OEO monitors the university's compliance with applicable federal and state laws and UNC system and NC State University policies in regard to equal opportunity, non-discrimination and affirmative action. OEO works proactively to move NC State toward embracing the spirit of equal opportunity, affirmative action and achieving a diverse university community through education of policy and issues, outreach, and service.

All members of the NC State community are encouraged to contact our office for assistance in our areas of responsibility.

### Areas of Responsibility

- Affirmative Action
- Civil Rights Complaint Resolution
- Disability & Accommodation Services
- Discrimination & Harassment Prevention
- Equal Opportunity
- Equity
- Exit Interviews for Faculty
- Search Committee Orientations
- Outreach & Education of EO issues

## Equal Opportunity and Civil Rights Laws & Policies

The Office for Equal Opportunity is committed to eliminating discrimination and harassment based on race, color, religion, creed, sex, national origin, age, disability, veteran status, and sexual orientation. These protections are grounded in the federal and state laws and University policies that are listed in this brochure, as well as our commitment to diversity in our community.

### Federal Laws

- Equal Pay Act of 1963 – *employees*
- Civil Rights Act of 1964
  - Title VI – *students*
  - Title VII – *employees*
- Executive Order 11246 of 1965 (affirmative action) – *employees*
- Age Discrimination in Employment Act of 1967 – *employees*
- Title IX of the Education Amendments of 1972 – *students*
- Rehabilitation Act of 1973
  - Section 503 – *employees*
  - Section 504 – *students*
- Vietnam Era Veterans Readjustment Act of 1974 – *employees*
- Age Discrimination Act of 1975 – *students*
- Americans with Disabilities Act (ADA) of 1990
  - Title I – *employees*
  - Title II – *students*

### State Laws

Various General Statutes of the State of North Carolina provide additional protection to employees and job applicants pertaining to equal opportunity employment practices, discrimination, and harassment. For detailed information, contact the Office of State Personnel (OSP) at [www.osp.state.nc.us/OSP](http://www.osp.state.nc.us/OSP), or by telephone at 1-888-926-8677.

### NC State University Policies, Regulations & Rules

- Academic Accommodations for Students with Disabilities Regulation
- Affirmative Action Policy Statement
- Equal Opportunity and Non-Discrimination Policy Statement
- Racial Harassment Policy
- Reasonable Accommodations for Employees with Disabilities Rule
- Resolution Procedures for Harassment Complaints
- Sexual Harassment Policy
- Sexual Orientation Policy Statement
- Unlawful Harassment Policy Statement

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