

# LOUISIANA STATE UNIVERSITY AGRICULTURAL CENTER

Effective Date: September 3, 1992

AG CENTER PS-23

Version: 0

## AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY

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### Purpose

The LSU Agricultural Center reaffirms its policy for Affirmative Action/Equal Employment Opportunity with this AG CENTER PS-23.

### General Policy

The LSU Agricultural Center hereby states that no person, on the basis of race, color, religion, sex, age, national origin, handicap, or veterans status, shall be discriminated against in any employment practice. The Agricultural Center is committed to this policy under the provisions of Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, Executive Order 11246, the Rehabilitation Act of 1973, as amended, the Americans With Disabilities Act, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974.

Affirmative action will be taken to pledge that the following will be implemented at all levels of administration:

1) To recruit, hire, place, train and promote without regard to race, color, age, religion, sex, national origin, handicap, or veteran status in all job classifications.

2) To identify and use existing and potential talent through upgrading and promotion of qualified employees.

3) To base all employment and/or promotion decisions and recommendations only on valid equal employment considerations.

4) To ensure that all personnel actions, such as compensation, benefits, transfers, layoffs, recall from layoffs, education, tuition assistance, social and recreation programs, be administered without regard to race, color, religion, sex, age, national origin, handicap, or veteran status.

All personnel within the Agricultural Center with any responsibility for recruitment, appointment, placement, evaluation, training, or any other aspect of personnel management are charged with the responsibility of implementing this policy. Personnel who fail to adhere to this Affirmative Action/Equal Employment Opportunity policy are subject to administrative disciplinary action.

Any employee or applicant for employment who perceives that he/she has been treated discriminatorily on the grounds of race, color, religion, sex, age, national origin, handicap or veterans status may consult with

the LSU Agricultural Center Human Resource Management Office.

Basic guidelines and methods of achieving the goal of affirmative action/equal employment opportunity are set forth in the Agricultural Center's Affirmative Action Plans as well as in various policy and procedure materials. The LSU Agricultural Center will periodically analyze its personnel actions to ensure compliance with this policy.

Attachment: Grievance Form (3 pages)