

West Virginia University at Parkersburg Board of Governors

**POLICY A-34**  
**EQUAL OPPORTUNITY, AFFIRMATIVE ACTION AND NONDISCRIMINATION**

**Section 1: General**

- 1.1 This rule sets forth the West Virginia University at Parkersburg Board of Governors' policy on affirmative action in employment and on equal opportunity and nondiscrimination with respect to employment, admission and the administration of all educational programs and activities.
- 1.2 Authority. – W. Va. Code §§ [18B-1-6](#) and [18B-2A-4](#); [W.Va. C.S.R. § 135-40](#)
- 1.3 Effective Date. – July 28, 2020  
(Updates version dated November 10, 2016; previous version dated October 21, 2015.)

**Section 2: Equal Employment Opportunity and Affirmative Action**

- 2.1 The West Virginia University at Parkersburg Board of Governors is committed to the full realization of affirmative action and equal employment opportunity in its employment practices. West Virginia University at Parkersburg will:
  - 2.1.1. Recruit, hire, train, promote, retain, tenure, and compensate persons in all applicable faculty, staff, and student job titles without regard to age, disability, national origin, color, ancestry, race, religion, sex, gender identity, pregnancy, sexual orientation, veteran status, or genetic information unless otherwise prohibited by applicable law.
  - 2.1.2. Base decisions of employment to further the principles of affirmative action and equal employment opportunity;
  - 2.1.3. Ensure that promotion, reappointment and tenure decisions are in accordance with the principles of affirmative action and equal employment opportunity by imposing only valid requirements for promotional, reappointment and tenure opportunities;
  - 2.1.4. Ensure that all personnel actions including compensation, benefits, lay off, return from lay off, training, education/tuition assistance, social and recreational programs will be administered without regard to age, disability, national origin, color, ancestry, race, religion, sex, gender identity, pregnancy, sexual orientation, veteran status, or genetic information unless otherwise prohibited by applicable law.

**Section 3: Equal Opportunity in Educational Programs and Activities**

- 3.1 The WVU at Parkersburg Board of Governors is committed to providing equal opportunity in the delivery of its educational programs and activities. WVU at Parkersburg will:

3.1.2. Recruit, admit, assist, advise, test, place, enroll, teach, assess grades and award degrees to all students without regard to age, disability, national origin, color, ancestry, race, religion, sex, gender identity, pregnancy, sexual orientation, or veteran status, unless otherwise prohibited by applicable law.

3.1.3. Ensure that all extra-curricular and recreational programs will be administered without regard to age, disability, national origin, color, ancestry, race, religion, sex, gender identity, pregnancy, sexual orientation, or veteran status, unless otherwise prohibited by applicable law.

#### **Section 4. Retaliation**

4.1 The WVU at Parkersburg Board of Governors prohibits retaliation against any faculty, staff, student or applicant for making a complaint or assisting in an investigation of discrimination.

#### **Section 5. Compliance**

5.1 WVU at Parkersburg shall designate the person(s) responsible for handling inquiries and complaints regarding equal opportunity, affirmative action, and discrimination. The institution shall identify by name and/or title, address, and telephone number the person(s) responsible for coordinating the institution's compliance efforts in a notice of nondiscrimination that shall be published in any bulletins, announcements, publications, catalogs, application forms, or other recruitment materials that are made available to participants, students, applicants, employees, or the general public as required by the U.S. Department of Education's Office for Civil Rights.

5.2 WVU at Parkersburg shall establish and publish procedures to be followed by students, applicants or employees for reporting or alleging violations of this policy.