

**WEST VIRGINIA UNIVERSITY  
BOARD OF GOVERNORS  
POLICY 34**

**AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY  
West Virginia University and its Regional Campuses**

**Section 1: General**

- 1.1 This rule sets forth the West Virginia University Board of Governors' Affirmative Action and Equal Employment Opportunity Policy
- 1.2 Authority. – WV Code §18B-1-6, §18B-2A-4. See also HEPC & CTCS Series 40, Section 2.3
- 1.3 Effective Date. – June 2, 2006

**Section 2: Policy Statement**

The West Virginia University Board of Governors (BOG) reaffirms its commitment to the full realization of Affirmative Action and Equal Employment Opportunity in its employment practices.

It is the policy of the West Virginia University Board of Governors to:

1. Recruit, hire, train, promote, retain, tenure, and compensate persons in all applicable administrative, classified, faculty, unclassified, and student job titles without regard to age, ethnicity, disability status, national origin, race, religion, sex, sexual orientation or veteran status unless otherwise prohibited by applicable law;
2. Base decisions of employment to further the principles of affirmative action and equal employment opportunity;
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;
4. Ensure that all personnel action including compensation, benefits, lay off, return from lay off, training, education/tuition assistance, social and recreational programs will be administered without regard to age, ethnicity, disability status, national origin, race, religion, sex, sexual orientation or veteran status unless otherwise prohibited by applicable law.

**Section 3: Affirmative Action Plan**

Each institution shall submit its affirmative action plan to the Chancellors of the Higher Education Policy Commission and the Community & Technical College System by July 1 of each calendar year.