

**SOUTH CAROLINA STATE UNIVERSITY  
PERSONNEL POLICIES AND PROCEDURES MANUAL**

SECTION: Employee Relations	Section: VII
	Subject: A
SUBJECT: Affirmative Action/Diversity Enhancement Policy	Effective: 11/01/10
	Revised: 10/25/10

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**AFFIRMATIVE ACTION/DIVERSITY ENHANCEMENT POLICY**

**Affirmative Action Statement of Policy**

This is to affirm that South Carolina State University recognizes that employees are the essential resource to the Institution. It is the policy of the University to provide equal opportunity to all present and future employees regardless of race, color, religion, sex, national origin, age, or disability. Also, it is the intention of the University to take positive measures, as outlined in the Affirmative Action Plan, to eliminate remaining disparities.

This statement applies to all personnel policies, practices and procedures including, but not limited to, recruiting, hiring, classification/compensation, benefits, promotions, transfers, layoffs, recall from layoffs, and educational, social or recreational programs of the University. The objective is equal opportunity and affirmative action is the method.

The Human Resources Director serves as the Equal Employment Opportunity Officer of the University. Full cooperation is expected of all administrators, division directors, college/school deans, department chairpersons and directors, faculty and staff in achieving the University's goals. The Affirmative Action Program remains in effect until these University goals are achieved.

**Diversity Enhancement Statement of Policy**

In keeping with its mission as an institution that "embraces diversity among its students, faculty, staff and programs," it is the policy of SC State to recruit, employ and retain a body of students, faculty and staff that is representative of our society which is diverse in terms of race, gender, age, ethnicity, religion, national origin, sexual orientation, disability and veterans status. Recognizing the value that the multiple factors of diversity add to an organization, the University will:

- A. Embrace, develop and enhance diversity among its student body, workforce, and in its programs; and incorporate it into its policies and procedures.
- B. Provide education to enlighten the University community on issues related to diversity (e.g., diversity training, promoting cross-cultural awareness, incorporating diversity into University activities, etc.).