



BOISE STATE UNIVERSITY

University Policy 1070

Equal Opportunity Statement, Veterans' Preference, and Affirmative Action

Effective Date

February 1986

Last Revision Date

January 22, 2021

Responsible Party

Office of Institutional Compliance and Ethics, (208) 426-1258
Human Resources and Workforce Strategy, (208) 426-1616

Scope and Audience

This policy applies to all University students and employees.

Additional Authority

- Title VII of the Civil Rights Act of 1964
- Title I and Title V of the Americans with Disabilities Act of 1990, as amended (ADA)
- Section 504 of the Rehabilitation Act of 1973
- The Age Discrimination in Employment Act of 1967 (ADEA)
- Equal Pay Act of 1963
- Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)
- Executive Order 13672 (Equal Employment Opportunity)

- Idaho Code § 67-5909A (Acts Prohibited-Public Employment-Public Education)
 - Idaho Code § 65-501 et seq. (Rights and Privileges of Veterans)
 - Idaho State Board of Education Policy, Section II.P.2. (Equal Employment Opportunity)
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1. Policy Purpose

To state the University's commitment to complying with federal and state laws pertaining to equal opportunity in employment and education, veterans' preference in employment, and affirmative action.

2. Policy Statement

Boise State University is an equal opportunity employer and educator. The University believes that commitment to fairness and respect for all creates an environment that is conducive to the free and open exchange of ideas. The University is also committed to honoring eligible veterans who have served their country in active duty by providing them a more favorable competitive position when seeking an initial appointment in employment.

3. Equal Employment Opportunity

Boise State University is committed to providing equal employment opportunities to all employees and qualified applicants for employment as provided for by federal, state, and local law. The University endeavors to recruit, hire, train, and promote employees in all job titles in accordance with the University's Affirmative Action Plan. All other personnel actions are administered without regard to race, color, religion, sex, age, gender identity, national origin, disability, protected veteran status, sexual orientation, genetic information, or any other status as protected under applicable federal, state or local law.

4. Nondiscrimination in Educational Programs and Equal Access Statement

Boise State University prohibits discrimination against any individual on the basis of race, color, religion, sex, age, gender identity, national origin, disability, protected veteran status, genetic information or, sexual orientation, except as allowed by federal, state or local law, in any phase of its admission or financial aid programs, and other aspects of its educational programs and in allowing access to University services, facilities or activities.

5. Veterans' Preference

Applicants eligible for veterans' preference as defined by Idaho Code § 65-502 will be given preference in initial appointment.

6. Affirmative Action

- a. The University has specific legal obligations as a recipient of federal funding and as a federal contractor. These obligations include the development and implementation of an Affirmative Action Plan. Under the Affirmative Action Plan, the University makes good faith efforts to employ women, minorities, qualified individuals with disabilities, and protected veterans.
 - b. The President and vice presidents are responsible for overseeing the implementation of policy and the University's Affirmative Action Plan. The Chief Human Resources Officer is responsible for monitoring University practices and procedures to ensure compliance with this policy and federal, state, and local laws.
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Last Revision Date

December 12, 2023

Revision History

July 1995; July 1997; January 2012; July 2015; January 22, 2021