



**BOISE STATE UNIVERSITY**

University Policy 1070

## Equal Opportunity Statement and Veterans' Preference

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### **Effective Date**

February 1986

### **Last Revision Date**

April 10, 2025

### **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)
  - Idaho Code § 67-5909A (Acts Prohibited-Public Employment-Public Education)
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- 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, state, and local laws pertaining to equal opportunity in employment and education and veterans' preference in employment.

## **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 the most qualified employees in all job titles. All other personnel actions are administered without regard to protected class under federal, state, or local law. The University may also have specific legal obligations as a federal contractor. 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.

## **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.

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**Last Review Date**

December 12, 2023

**Minor Amendment**

March 14, 2025

**Revision History**

July 1995; July 1997; January 2012; July 2015; January 22, 2021; April 10, 2025