

SECTION II.
RESPONSIBILITY FOR IMPLEMENTATION

A. President's Role. The President shall have overall responsibility for the University's compliance with the commitments expressed in this affirmative action program. The President is assisted in this responsibility by designated officials with more specific duties, as indicated below. Additionally, it is recognized that the success of this affirmative action program depends upon the cooperation of administrative and supervisory personnel throughout the institution and the support of all faculty and staff. To that extent, the program calls for the involvement of the entire campus community.

B. EEO Officers and Coordinators.

1. Designation. The University officials with the principal executive roles in directing the institution's efforts under this program shall be the Staff EEO Officer (the Vice President for Finance and Administration) and the Faculty EEO Officer (the Provost), as designated in the University's general Affirmative Action Plan. They shall be assisted in their duties by the Staff EEO Coordinator (the Assistant Vice President for Human Resources) and the appointed Faculty EEO Coordinator (the Associate Provost).

2. Duties. It shall be the responsibility of the EEO Officers and Coordinators to

- develop policy statements, affirmative action programs, and internal and external communication techniques, including discussions with managers, supervisors, and employees to insure that the policies stated herein are followed

- insure that supervisors are advised that their work performance is evaluated on the basis of their affirmative action efforts and results, as well as other criteria, and that they are responsible for preventing harassment of employees placed through affirmative action efforts

- identify problem areas in the implementation of this program and develop solutions to such problems

- maintain an audit and reporting system to monitor the progress and effectiveness of the program

- serve as liaison between the University and the various governmental enforcement agencies, vocational rehabilitation organizations, and organizations of and for disabled persons and covered veterans

- advise and inform the University administration about developments in the

equal opportunity area affecting the disabled and covered veterans

- insure that career counseling is available for disabled and covered veteran employees.

C. Role of Deans, Chairs, and Directors. Deans, directors, department chairpersons, and other academic/ administrative unit heads have an important part to play in providing personal leadership to insure that the letter and spirit of this program is observed in their respective units.

D. EO/AA Committee. The sphere of concern of the Equal Opportunity/ Affirmative Action Committee, discussed in the University's general Affirmative Action Plan, shall include individuals with a disability and covered veterans.