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 Coordinator (the Associate Vice President for Human Relations) and the Faculty EEO Officer (the Vice President for Diversity), as designated in the University's general Affirmative Action Plan.

2. Duties. It shall be the responsibility of the EEO 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 protected veterans;
• advise and inform the University administration about
developments in the equal opportunity area affecting disabled persons and
protected veterans; and
• insure that career counseling is available for disabled and protected
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 protected veterans.