



The Office of
Human Resources

Affirmative Action & Equal Employment Opportunity (6.6.1)

PURPOSE

It is the intent of Tennessee State University to fully comply with the following laws, orders and regulations for promoting and ensuring equal opportunity for all persons without regard to race, color, religion, sex, age, national origin, disability, or veteran status:

Title VI of the Civil Rights Act of 1964, as amended; Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Equal Pay Act of 1963, as amended by the Education Amendments of 1972, and amendments thereto; Executive Order 11246 of September, 1965, as amended by Executive Order 11375 of 1967, and amendments thereto; Age Discrimination in Employment Act of 1967, as amended; Age Discrimination Act of 1975, as amended; Rehabilitation Act of 1973, as amended by the Rehabilitation Act of 1974, and amendments thereto; Vietnam Era Veterans' Readjustment Assistance Act of 1972, as amended by the Vietnam Era Veterans Readjustment Assistance Act of 1974, and amendments thereto; Pregnancy Discrimination Act, as amended; Tennessee Fair Employment Practices Law; Americans with Disabilities Act; Family and Medical Leave Act of 1993; and all other applicable laws and orders.

POLICY

Please refer to TBR Policy [5:01:02:00](#) for the most recent information.

DISCRIMINATION AND HARRASSMENT - COMPLAINT PROCEDURES

A complaint may be filed by a student, applicant for admission, present or former University employee, or applicant for employment who believes practices of the University have resulted or will result in discrimination against him or her. The complaint and the basis for it, i.e., race, sex, national origin, religion, color, age, disability, or veteran status must be submitted in writing to the EO/AA Office.

See [TBR Guideline P-080; Discrimination and Harassment – Complaint and Investigation](#)

CONTACT:

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[EO/AA Complaint Form](#)

REFERENCE

TBR Policy No. 5:01:02:00

Affirmative Action Fair Employment Practices

Supersedes “Equal Employment Opportunity and Affirmative Action”

Policy No. 5:03 in the University-Wide Policy Manual Supersedes “Equal Employment Opportunity” in the Policy and Procedures Manual for the Vice President for Business and Finance.