

**LSU Health Sciences Center-New
Orleans**

**Equal Employment Opportunity
Policy/ Discrimination Complaints**

Equal Employment Opportunity Policy

- The Louisiana State University Health Sciences Center-New Orleans (LSUHSC-NO) recognizes its legal and moral obligations to guarantee equal employment opportunity to all persons in all segments of University life. We also recognize the historical denial of equal opportunity to certain segments of our population. We are, therefore, committed to providing equal opportunity at LSUHSC-NO to fulfill our legal and moral obligations.
- It is with genuine concern for all the people that we publicly express our commitment to equal employment opportunity and a diverse workplace. This commitment includes not only providing equity in our present employment practices, but also a commitment to the removal of past barriers that hinder equal employment opportunities.
- LSUHSC-NO is committed to this policy because it is our belief that it is morally right, it is good personnel management, and it is legally required by Title VII of the Civil Rights Act of 1964, as amended by Equal Employment Opportunity Act of 1972, Executive Order Number 11246, the Rehabilitation Act of 1973, as amended, Title IX of the Education Amendment of 1972, the Vietnam Era Veterans Readjustment Assistance Act of 1974, Governor Edwin Edwards' Executive Order Number 13, and Louisiana Fair Employment Practices Act.

Equal Employment Opportunity Policy

- LSUHSC-NO will take affirmative action to insure that the following will be implemented at all levels of administration.
 1. Base employment decisions so as to further the principles of equal employment opportunity;
 2. Ensure that all personnel actions, such as, compensation, tenure, benefits, transfers, layoffs, education, tuition assistance, social and recreational programs are administered without regard to race, color, religion, sex, age, national origin, handicap or veteran status, or any other non-merit factor.
 3. Basic guidelines and methods of achieving the goal of equal employment opportunity will be set forth in the LSUHSC-NO Diversity Program.
- Overall responsibility for the reaffirmation of policy and program is the responsibility of the Chancellor's Office. Implementation of the program coordination and monitoring to ensure compliance is the responsibility of Human Resource Management. Any persons having questions regarding this program should contact the Human Resource Management Labor Relations Manager, 568-2029.

Discrimination Complaints

- If you believe you have been subjected to any form of unlawful discrimination, provide a written complaint to the Department of Human Resource Management. If the complaint relates to personnel of the Department of Human Resource Management, submit the complaint to the Vice Chancellor for Administration and Finance.
- Your complaint should be specific and include the names of individuals involved and the names of witnesses. LSUHSC-NO will immediately undertake an effective, thorough, and objective investigation and attempt to resolve the situation. If LSUHSC-NO determines that unlawful discrimination has occurred, effective remedial action will be taken to deter any future discrimination.
- Whatever action is taken will be made known to you and LSUHSC-NO will take appropriate action to remedy any loss to you as a result of the discrimination. LSUHSC-NO will not retaliate against you for filing a complaint and will not willingly permit retaliation by management, employees or coworkers.
- Questions or concerns should be directed to Human Resources Labor Relations (504) 568-3916.