CONSIDERATION OF MINORITIES AND WOMEN
NOT CURRENTLY IN WORK FORCE

[41 CFR 60-2.13(j)]
Effective: January 1, 2009

Affirmative action seeks to include in its recruitment pools as many qualified or potentially qualified persons as possible. Thus, much thought has been given to how women and minorities not in the work force can be attracted to the University's positions. The University's recruitment efforts, particularly those directed to external persons, are designed to fulfill this obligation. These have been discussed in detail in early sections of this Plan. Furthermore, the University's internal and external dissemination of its statement of commitment to equal employment opportunity and affirmative action provides notice to persons not currently in the work force that all qualified persons will be fairly considered for employment opportunities without regard to race, color, creed, religion, gender, age, national origin, or disability, veteran status, political affiliation, or sexual orientation.