

Equal Employment Opportunity/Affirmative Action

JCU will not discriminate against any employee or applicant for employment based on race, age, sex, religion, ethnic or national origin, disability, military or veteran status, sexual orientation, gender identity or expression, genetic information, or any factor protected by law. JCU is committed to inclusion and diversity as constitutive elements of our Jesuit Catholic identity.

The university values diversity and seeks talented employees from a variety of backgrounds. To this end and consistent with the university's affirmative action plan, JCU takes affirmative action to employ qualified women, minorities, veterans, and disabled persons.

John Carroll University subscribes to these provisions in hiring, placement, promotion, transfer, recruitment or advertising for employment, treatment during employment, compensation or benefits, professional development, layoff or termination, and seniority or retirement.

Associate Academic Vice President is the Equal Employment Opportunity/Affirmative Action Coordinator for faculty positions. The Assistant Vice President for Human Resources is the Equal Employment Opportunity/Affirmative Action Coordinator for all other university positions. These Equal Employment Opportunity (EEO)/Affirmative Action (AA) Coordinators are responsible for overall implementation and monitoring of the university's equal employment and affirmative action plan and commitments.

Applicants and employees are protected from retaliation or discrimination for filing a complaint or assisting in an internal or external EEO/AA investigation. Any applicant or employee who has questions about John Carroll's policy or practices should contact an EEO/AA Coordinator.

This policy was approved in April 2019 and replaces all previous EEO/AA policy statements.