Affirmative Action Overview

Suzanne C. Adair
Associate Vice President for Affirmative Action
328 Boucke Building
(814) 863-0471
sca917@psu.edu
Affirmative Action Office

- Ensure adherence to federal laws and University policy related to Equal Employment Opportunity (EEO) and Affirmative Action (AA).
- Develop and implement the University’s Affirmative Action Plan and monitor hiring/employment practices:
  - Address practices that result in adverse impacts for underrepresented individuals and groups in relation to hiring, promotion, compensation, etc.
- Provide EEO and AA guidance to HR and Search Committees.
- Oversee Reasonable Accommodations for employees with a disability.
- Develop and conduct diversity education/training for University employees to prevent discrimination and harassment in the workplace and to promote an environment of inclusion, equity, respect, and responsibility.
- Provide support and assessment of climate issues and recruitment and retention strategies.
- Investigate allegations of discrimination, harassment and sexual misconduct by University employees and third parties.
Important Policies

- AD91  Discrimination and Harassment and Related Inappropriate Conduct
- AD85  Title IX Sexual Harassment
- AD67  Protection from Retaliation
- HR09  Reasonable Accommodation For University Employees
- HR11  Affirmative Action in Employment
- AC13  Procedure for Hiring Full Time Faculty
- AC22  Search Procedures for Academic Administrative Positions
Collaborative Opportunities

- Creating spaces for critical conversations
  - Diversity, Equity, Inclusion & Belonging
  - Bias and Discrimination
  - Sexual Misconduct
  - Free Speech

- Piloting strategic recruitment & retention Initiatives
  - Implement new search mechanisms
  - Identify particular feeder sources
  - Host Faculty Prep Programs & Visitations
AAO Pitfalls to Avoid

- Not maintaining appropriate boundaries with students and colleagues
  - Jokes, Comments, Opinions
  - Physical contact and personal interactions
  - Consensual Relationships
- Not acknowledging cultural programming/unconscious bias
  - Considering the significance of yours/others’ experiences
- Not adhering to established policies
  - Mandated reporting
  - Referrals to appropriate university resources
Questions?