VI-1.00(A) University of Maryland Equal Employment Opportunity & Affirmative Action Plan
(Approved by the President August 1, 1991; updated May 13, 2002; updated October 15, 2014)

I. Policy

A. With prior written notice and upon request, a description of the University’s Equal Employment Opportunity/Affirmative Action (EEO/AA) program under Executive Order 11246, Section 503 of the Rehabilitation Act, as amended, and the Vietnam Era Veterans’ Readjustment Assistance Act, as amended (VEVRAA), may be inspected at either the office of the Chief Diversity Officer, or the Chief Human Resources Officer during regular business hours (M-F 8:30AM-5:00PM).

B. The “Search and Selection Guidelines for Conducting Searches at the University of Maryland” and other informational resources are available on the websites of these same offices.

C. A copy of the equal employment opportunity and affirmative action report shall be furnished to the exclusive representatives of the bargaining units, pursuant to applicable EO 11246, Section 503, and VEVRAA regulations.

D. UMD’s EEO/AA policy statement and employment posters required by law are displayed on the bulletin board outside of the University Human Resources Employment Office on the first floor of the Chesapeake Building.

II. Responsible Officials and Offices

Executive Order 11246:

The Chief Diversity Officer is responsible for coordinating UMD’s Affirmative Action program under Executive Order 11246, and for preparing an annual report that contains a diagnostic element and recommendations for action-oriented strategies. The CDO serves as Chair of the Equity Council, which is charged with the development of effective Executive Order 11246 affirmative action strategies as part of the University’s Equal Employment Opportunity program. The Equity Council will collaborate with University Human Resources on this effort.

Section 503 and Vietnam Era Veterans’ Readjustment Assistance Act:

The Chief Human Resources Officer is responsible for coordinating UMD’s Affirmative Action program for Individuals with Disabilities and Protected Veterans, and for preparing an annual report that contains a diagnostic element and recommendations for action-oriented strategies. University Human Resources will collaborate with the Equity Council on this effort.

III. Affirmative Action Plan Year

For diagnostic and reporting purposes, the University’s equal employment opportunity and affirmative action plan year begins on November 1, and ends on October 31.