



Angelo State University Operating Policy and Procedure

OP 16.01: Equal Employment Opportunity Policy and Affirmative Action Program

DATE: August 14, 2020

PURPOSE: Angelo State University (ASU) is an Equal Employment Opportunity (EEO) employer and is committed to compliance with federal and state employment laws and regulations. This Operating Policy/Procedure (OP) is to establish ASU's EEO policy and Affirmative Action Program (AAP), in compliance with federal and state employment laws and Executive Order 11246 of September 24, 1965, as amended (Executive Order 11246).

REVIEW: This OP will be reviewed in December of odd-numbered years by the Texas Tech University System (TTUS) Office of Equal Opportunity (OEO), the TTUS Vice Chancellor and General Counsel, and the ASU director of human resources, with substantive revisions forwarded through the ASU Vice President for Finance and Administration and Senior Executive Assistant to the President and General Counsel to the President.

POLICY/PROCEDURE

1. ASU is an EEO employer and does not tolerate unlawful discrimination or harassment of any employee or applicant for employment. ASU has implemented and maintains an Affirmative Action Program as required by Executive Order 11246. ASU's EEO Policy and AAP are governed by Texas Tech University [System Regulation 07.09](#), which can be found [here](#).