

AA/EEO CIVIL RIGHTS AND RESPONSIBILITIES

Employees of CFAES and OSU Extension have the following **rights** regarding Equal Employment Opportunity, Affirmative Action, and Civil Rights that include but are not limited to the following:

- Apply for any open position within Extension, the college or the university without regard to age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation or veteran status;
- Participate in promotion and tenure without discrimination based on age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation or veteran status;
- Work in an environment that values and encourages inclusion;
- Work in an environment that is free from discrimination or harassment;
- Engage in professional development opportunities;
- Report discriminatory or harassing behavior without fear of retaliation (visit <http://go.osu.edu/policy110>)

Employees of CFAES and OSU Extension have the following **responsibilities** regarding Equal Employment Opportunity, Affirmative Action, and Civil Rights that include but are not limited to the following:

- When a position is open ensuring that there is a diverse candidate pool created;
- Follow policies and procedures related to promotion and tenure in accordance with OAA and the department;
- Create and support a work environment that is diverse, inclusive and respectful of all employees regardless of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation or veteran status;
- Ensure that the work environment is free from discrimination and harassment
- Report discriminatory or harassing behavior (visit <http://go.osu.edu/policy110>)

