

# WEST VIRGINIA BOARD OF REGENTS

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*Title 12 &  
Legislative Rule*

~~POLICY BULLETIN NO. 1~~

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## POLICY REGARDING WEST VIRGINIA BOARD OF REGENTS EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

### *Section 2* General Policy:

2.1 Based upon Board authority, (outlined in the West Virginia Code Chapter 18, Article 26) to hire personnel, purchase materials, make studies and reports, enter into contracts and carry out other functions, it shall be the general policy of the West Virginia Board of Regents to provide equal opportunity for all qualified persons and to prohibit discrimination in employment because of race, sex, age, color, religion, national origin, or handicap.

### 2.2 Allocation of Specific Functions and Responsibilities to Each Board Institution:

Under the Board's additional authority to allocate specified functions and responsibilities among the State colleges and universities, each Board institution shall accept primary and long-term responsibility for the development and implementation of equal opportunity--affirmative action policies consistent with all Board, State and Federal regulations.

### 2.3 Responsibility for the Development and Implementation of Equal Opportunity - Affirmative Action Plans:

Each Board institution and the Chancellor's office shall take the initiative in developing or modifying its own plans to achieve compliance based on a (proposed) model plan developed and updated in the Office of the Chancellor. The President of each institution shall, through appropriate means, establish and maintain a

positive program of equal opportunity and affirmative action within his/her jurisdiction in accordance with specific laws and regulations applicable to his/her particular institution. The equal opportunity--affirmative action goals must be integrated with other performance goals of the institution. The realistic goals and timetables of each institution shall be vigorously pursued to achieve a proportional representation of minorities and women in the faculty and non-faculty ranks based on their availability. The effective pursuit of affirmative action requires not only the adoption of an adequate plan, but also result-oriented procedures which ensure the involvement of managers at all levels of each institution.

2.4 Duties of Equal Opportunity--Affirmative Action Advisory Council:

The Chancellor shall appoint a seven-member Equal Opportunity--Affirmative Action Advisory Council from among the colleges and universities for the purpose of providing guidance to help facilitate the achievement of Equal Opportunity--Affirmative Action compliance in each Board institution. Under the Chancellor, the Advisory Council shall be responsible for, but not necessarily limited to, the following specific duties and responsibilities:

1. Conducting periodic reviews of institutional Equal Opportunity--Affirmative Action plans and programs, providing any assistance that may be required to improve programs and realize objectives.
2. Consulting from time to time with the Chancellor, presidents of institutions, and/or their assistants on equal opportunity--affirmative action matters.
3. Reviewing copies of equal opportunity reports of all institutions (EEO-6 and others) submitted to Federal agencies responsible for enforcement of laws and regulations and providing consultation to institutions where indicated or requested.
4. Helping assure that current information affecting equal opportunity--affirmative action is disseminated to institutions.
5. Conducting other advisory assignments as directed by the Chancellor.

Adopted: West Virginia Board of Regents  
June 8, 1976