



Texas Christian University Policy

Policy Title: Affirmative Action and Equal Employment Opportunity **Policy Number:** 1.001

Effective Date: April 1, 1980

Policy Last Revised: April 8, 2019
September 22, 2014

I. Policy

Texas Christian University complies with federal and state laws concerning affirmative action and workplace equal opportunity. TCU recruits, hires, and promotes qualified persons in all job classifications without regard to age, race, color, religion, sex, sexual orientation, gender, gender identity, gender expression, national origin, ethnic origin, disability, genetic information, covered veteran status, or any other basis protected by law. TCU utilizes valid criteria in making workplace decisions, including but not limited to, decisions related to recruitment, hiring, promotion, compensation, benefits, transfer, and university-sponsored training and education, social and recreational programs.

II. Affirmative Action Program

In accordance with regulations set forth by the U.S. Office of Federal Contract Compliance Programs (OFCCP), Texas Christian University established an Affirmative Action Program (AAP) to execute its employment policies to analyze the University's affirmative action obligations with regard to females, minorities, individuals with a disability, and protected veterans. The AAP demonstrates TCU's commitment to providing equal employment opportunities in all phases of the employment process and in compliance with applicable federal, state, and local laws and regulations. The AAP, emphasizing non-discrimination shall include, but not be limited to the following employment decisions and practices: hiring, upgrading, promotions, demotions or transfers, layoffs, recalls, terminations, rates of pay or other forms of compensation, selection for training, and recruitment or recruitment advertising. The University's AAP also provides statistical analysis of current selection practices; and, workforce analysis using TCU's current workforce as compared to the workforce availability in the designated recruitment areas. The university's current AAP is available as required by law to designated staff and advisors.

III. Resources

Questions concerning the University's AAP should be directed to Human Resources. A list of TCU Compliance Officers is available at <https://www.tcu.edu/compliance/officers.php> or in the Faculty and Staff Handbook at <https://hr.tcu.edu/employee-services/faculty-staff/facultystaff-handbook-2/>.

IV. Administrative Responsibility

The Vice Chancellor for Human Resources or designee is responsible for administering and interpreting this policy.