

AFFIRMATIVE ACTION PLANS (AAPs)

For

PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

For

CALIFORNIA STATE UNIVERSITY, CHANNEL ISLANDS

One University Drive

Camarillo, CA 93012

805-437-8400

November 1, 2024 – October 31, 2025

AA/EEO Contact: Title IX & Inclusion Officer
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CSU CHANNEL ISLANDS AAP

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CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of CSU Channel Islands and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity/transgender status and status as a protected veteran or individual with a disability at all levels of employment, including the executive level. CSU Channel Islands does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity/transgender status and status as a protected veteran and/or individual with a disability to any position for which the applicant or employee is qualified. In addition, CSU Channel Islands is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees and qualified employees with disabilities at all levels, including the executive level. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. CSU Channel Islands will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

CSU Channel Islands is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. CSU Channel Islands' employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with CSU Channel Islands' legal duty to furnish the information.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity/transgender status and status as a protected veteran or an individual with disability. As President, CSU Channel Islands' EEO policy and affirmative action obligations include my full support.

CSU Channel Islands will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in University-sponsored activities were extended to all employees and applicants.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact the campus Title IX & Inclusion Officer. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with a local Human Resources representative.

(Signature)

Richard Yao, Ph.D.
Interim President, CSU Channel Islands

November 1, 2024

CHAPTER B: REVIEW OF PERSONNEL PROCESSES
41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunity for all known protected veterans and employees and applicants with disabilities, reviews are periodically made of the University's examination and selection methods to identify barriers to employment, training, and promotion.

- 1) CSU Channel Islands periodically conduct a review of its employment processes to ensure thorough and systematic consideration of the job qualifications of 1) known protected veteran applicants and employees; and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
- 2) The University ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified.
- 3) The University ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
- 4) The University provides reasonable accommodations, unless such accommodations will cause undue hardship to the University, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.
- 5) The University ensures that information and communications systems are accessible to all employees and applicants with disabilities even in the absence of a specific request for accommodation.

CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS
41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known protected veterans and employees and applicants with qualified disabilities, reviews are periodically made of the University's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The University's physical and mental job requirements are reviewed to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Review: Any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.)

CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS

41 C.F.R §§ 60-300.44(d); 60-741.44(d)

CSU Channel Islands will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are implemented in the University's electronic and/or online application systems. The University ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. CSU Channel Islands will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

Employees may also contact the following at any time to formally request an accommodation:

Angela Portillo
HR and Employee Relations Manager
(805) 437-8423
angela.portillo@csuci.edu

CHAPTER E: HARASSMENT
41 C.F.R. §§ 60-300.44(e); 60-741.44(e)

CSU Channel Islands has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to those conditions. A copy of the sexual harassment policy, which includes a section prohibiting harassment of individuals with disabilities or protected veterans, is available for distribution to new as well as to existing employees.

CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT

41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Based upon the University's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the Vice President Business and Financial Affairs and the Provost and Vice President for Academic Affairs through sound administration in the Human Resources, Faculty Affairs and Title IX & Inclusion Offices.

- 1) Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.
- 2) Include workers with disabilities when employees are pictured in consumer, promotional, or help wanted advertising.
- 3) Recommend that recruiting and hiring managers disseminate information concerning employment opportunities to radio and television stations, and to publications that primarily reach protected veterans and individuals with disabilities.
- 4) Encourage recruiting and hiring managers to provide information emphasizing job opportunities for protected veterans and individuals with disabilities to all local educational institutions, public and private.
- 5) Inform all recruiting sources, in writing and orally, of the University's affirmative action policy for protected veterans and individuals with disabilities.
- 6) Send written notification of the University's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS-4212 form and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.
- 7) Encourage participation in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.
- 8) CSU Channel Islands will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.

CHAPTER G: INTERNAL DISSEMINATION OF POLICY
41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

In order to gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities CSU Channel Islands will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Associate Vice President Human Resources. The following policies and procedures are designed to foster support and understanding from CSU Channel Islands' executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid CSU Channel Islands in meeting its obligations.

- 1) Include the policy in the University's policy manual and other in-house publications.
- 2) Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the President's attitude.
- 3) Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.
- 4) Discuss the policy thoroughly in both employee orientation and management training programs.
- 5) Inform union officials of the contractor's policy, and request their cooperation.
- 6) Encourage the inclusion of articles on accomplishments of protected veterans and workers with disabilities in University publications.
- 7) Post the policy on University bulletin boards, along with the University's harassment policy which includes protection from harassment on the basis of disability.
- 8) When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

CHAPTER H: AUDIT AND REPORTING SYSTEM
41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

CSU Channel Islands has developed and currently implements an audit and reporting system that addresses the following:

- 1) Measures the effectiveness of CSU Channel Islands' overall affirmative action program and whether the University is in compliance with specific obligations.
- 2) Indicates the need for remedial action. Any corrective actions will be the responsibility of the Associate Vice President Human Resources.
- 3) Measures the degree to which CSU Channel Islands objectives are being met.
- 4) Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding University sponsored educational, training, recreational, and social activities. This will also include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.

CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION

41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, CSU Channel Islands has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, Vice President for Business and Financial Affairs, the Provost and Vice President for Academic Affairs, Associate Vice President Human Resources, Title IX & Inclusion Officer and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The President is responsible for providing top management support for the University's AAP. This person issues a memo annually to reaffirm the University's Equal Employment Opportunity Policy and to make known to all employees and applicants the commitment of Senior Management to EEO and affirmative action. Additional responsibilities include, but are not limited to:

- 1) Designating appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the University's AAP. Ensuring that these personnel are identified in writing by name and job title.
- 2) Ensuring that designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
- 3) Imparting the personal direction that ensures commitment to equal employment opportunity programs through CSU Channel Islands' AAP.

Vice President for Business and Financial Affairs

Note: The Provost and Vice President of Academic Affairs maintains oversight and responsibility for faculty and Librarian hiring following the same relevant policies and procedures with the support of the Faculty Affairs office.

The Vice President for Business & Academic Affairs is responsible for overall administration of the AAP. The Vice President for Business & Academic Affairs ensures, through sound administration by the Human Resources and Title IX & Inclusion offices, and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Vice President for Business and Financial Affairs' effective work performance. The Vice President for Business and Financial Affairs' responsibilities include, but are not limited to, the following:

- 1) Responsible for ensuring overall the University's compliance with the AAP.
- 2) Reviewing results of audit and reporting systems to assess the effectiveness of the University's AA programs and to direct corrective actions where necessary.

- 3) Collaborating with Senior Management on EEO and AAP issues.
- 4) Ensuring that the AAP is updated annually for all establishments.
- 5) Providing guidance and direction to the Associate Vice President Human Resources.
- 6) Ensuring that relevant staff, (i.e., Associate Vice President Human Resources, the Title IX & Inclusion Officer, managers, and supervisors) are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.
- 7) Working with Human Resources and the Title IX & Inclusion Officer to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
- 8) Working with Human Resources and the Title IX & Inclusion Officer to conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) the University's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all University-sponsored educational, training, recreation and social activities.
- 9) Through Human Resources, review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
- 10) Ensuring the University's VETS-4212 form is filed annually with the Veterans' Employment and Training Service (VETS).

Associate Vice President Human Resources

The Associate Vice President Human Resources with support of the Director of Human Resources is responsible for ensuring that the directives of the President and Vice President for Business and Financial Affairs are implemented. The Associate Vice President Human Resources' duties include, but are not limited to, the following:

- 1) Providing direction to the University's employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments.
- 2) Responsible for the design and effective implementation of the AAP at all establishments.

- 3) Developing, implementing, and maintaining audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will
 - a) Indicate need for remedial action,
 - b) Determine degree to which goals and objectives have been obtained.
- 4) Advising management in the modification and development of the University's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
- 5) Identifying problem areas and establishing procedures, goals and objectives to solve these problems.
- 6) Providing guidelines in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities.
- 7) CSU Channel Islands conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. CSU Channel Islands also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the University's equal employment opportunity, and AAP policies are being utilized appropriately and thoroughly communicated.
- 8) Ensure that employees are re-surveyed regarding their disability status every five (5) years and send out reminders to employees, at least once during the five (5) year intervals, that they may voluntarily update their disability status at any time.
- 9) Assisting line management in arriving at solutions to problems.

Title IX & Inclusion Officer

The Title IX & Inclusion Officer is responsible for ensuring that the directives of the President and Vice President for Business and Financial Affairs and Provost and Vice President for Academic Affairs are implemented. The Title IX & Inclusion Officer's duties include, but are not limited to, the following:

- 1) Presenting all needed recommendations and procedural changes to Senior Management concerning EEO and affirmative action and ensuring that Senior Management is kept informed of the University's compliance status.
- 2) Maintaining University-wide management support and cooperation for the University's AAP.

- 3) Assisting line management in arriving at solutions to EEO/AA problems.
- 4) Serving as the liaison between CSU Channel Islands and enforcement agencies.
- 5) Serving as the liaison between CSU Channel Islands and organizations and community action groups for protected veterans and individuals with disabilities, in addition to ensuring that representatives are involved in community service programs of local organizations for protected veterans and individuals with disabilities.
- 6) Keeping management informed of the latest developments in the equal employment opportunity area.
- 7) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.
- 8) Working closely with the Vice President for Business and Financial Affairs, Vice President for Academic Affairs, and Associate Vice President for Human Resources and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.
- 9) Assisting in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.
- 10) Developing policy statements, affirmative action programs, internal and external communication techniques.

Managers and Supervisors

In their direct day-to-day contact with the University's employees, managers and supervisors have assumed certain responsibilities to help CSU Channel Islands ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to the following:

- 1) Aggressively adhering to the University's equal employment opportunity policy.
- 2) Supporting and assisting the Vice President for Business and Financial Affairs and Associate Vice President Human Resources in developing, maintaining, and successfully implementing the AAP.
- 3) Taking action to prevent harassment of employees placed through affirmative action efforts.
- 4) Assigning employees to significant jobs that might lead to greater personal growth and

value, and counsel them with respect to what is needed for upward mobility within the employment structure.

- 5) Ensuring that all interviews, offers of employment and/or wage commitments are consistent with the University's policy.
- 6) Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
- 7) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
- 8) Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

CHAPTER J: TRAINING
41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

CSU Channel Islands trains all employees involved in any way with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or protected veterans to ensure commitment to the University's stated affirmative action goals.

CHAPTER K: DATA COLLECTION ANALYSIS
41 C.F.R. §§ 60-300.44(k); 60-741.44(k)

CSU Channel Islands has adopted the current national percentage of veterans in the civilian labor force of 5.2% as its hiring benchmark for protected veterans. CSU Channel Islands will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.2% hiring benchmark is applied to each job group within CSU Channel Islands.

CSU Channel Islands also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. CSU Channel Islands will update its utilization goal as new data becomes available, updated and published. The 7.0% utilization goal is applied to each job group within CSU Channel Islands.

Goals and/or benchmarks do not require that CSU Channel Islands hire, promote, train, and/or retain a specified number of individuals with disabilities and/or protected veterans. These goals/benchmarks are not rigid and inflexible quotas which must be met, but are instead targets reasonably by means of applying every good faith effort to make all aspects of the entire AAP work. A goal is a guidepost against which CSU Channel Islands, a community group, or a compliance agency can measure progress in remedying identified deficiencies in CSU Channel Islands' workforce.

CSU Channel Islands has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. CSU Channel Islands will continue to monitor and update these studies periodically during each AAP year. In each case where the hiring benchmark for protected veterans and/or the utilization goal for individuals with disabilities are not met, affirmative actions, as appropriate, will be taken consistent with the activities mentioned in Chapter F (External Dissemination of Policy and Outreach and Positive Recruitment) and measures described in Chapter H (Internal Audit and Reporting) of this AAP.


See *Hiring Benchmark and Utilization Goals Analyses*.

CHAPTER L: COMPENSATION
41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

It is the policy of CSU Channel Islands that when offering employment or promotion to protected veterans or individuals with disabilities, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from another source.

CSU Channel Islands is also committed to abiding with the Pay Transparency Nondiscrimination Provisions. Employees or applicants who have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant will not be discharged or in any other manner be discriminated. Employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the CSU Channel Islands' legal duty to furnish the information.

Data Collection for Protected Veterans

For period 10-31-2023 to 10-30-2024 


Factor for Analysis		Total
Number of Job Openings		1005
Number of Jobs Filled		998
Number of Protected Veteran Applicants		32
Number of Applicants		2117
Number of Protected Veteran Hires		12
Number of Hired Applicants		917

Footnote Section



Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-300.41.

Veteran Benchmarks for Hiring Analysis

For period 10-31-2023 to 10-30-2024 

Hiring %	Benchmark %	Benchmark Met?
1.31	5.20	No

Footnote Section

	Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-300.41.
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Data Collection for Individuals with Disabilities

For period 10-31-2023 to 10-30-2024



Factor for Analysis		Total
Number of Job Openings		1005
Number of Jobs Filled		998
Number of IWD Applicants		205
Number of Applicants		2117
Number of IWD Hires		62
Number of Hired Applicants		917

Footnote Section



Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-741.41.

Individuals with Disabilities Utilization Goals

EEO ADM	Office and Administrative Support - 4A		
			IWD
Total Emp 63	Employment %	11.11%	
	Utilization Goal %	7.00%	
EEO BUS	Business and Financial Operations-Finance Speciali - 3A		
			IWD
Total Emp 12	Employment %	8.33%	
	Utilization Goal %	7.00%	
EEO BUS	Business and Financial Operations-Business Special - 3B		
			IWD
Total Emp 96	Employment %	10.42%	
	Utilization Goal %	7.00%	
EEO BUS	Admin-Business and Financial Operations Occupation - 6A		
			IWD
Total Emp 48	Employment %	12.50%	
	Utilization Goal %	7.00%	
EEO CES	Computer, Engineering, and Science - 3F		
			IWD
Total Emp 44	Employment %	9.09%	
	Utilization Goal %	7.00%	
EEO CES	Admin-Computer, Engineering, and Science Occupatio - 6C		
			IWD
Total Emp 14	Employment %	21.43%	
	Utilization Goal %	7.00%	

Individuals with Disabilities Utilization Goals

EEO COM	Community, Social Service, Legal, Design, Entertai - 3C		
			IWD
Total Emp		Employment %	0.00%
6		Utilization Goal %	7.00%
EEO COM	Community, Social Service, Legal, Design, Entertai - 3D		
			IWD
Total Emp		Employment %	15.38%
65		Utilization Goal %	7.00%
EEO COM	Community, Social Service, Legal, Design, Entertai - 3E		
			IWD
Total Emp		Employment %	0.00%
1		Utilization Goal %	7.00%
EEO COM	Admin-Community, Social Service, Legal, Arts, Desi - 6B		
			IWD
Total Emp		Employment %	0.00%
14		Utilization Goal %	7.00%
EEO INS	Faculty (Instrctn/Rsrch/PubSvc) - 2A		
			IWD
Total Emp		Employment %	4.08%
392		Utilization Goal %	7.00%
EEO LIB	Librarians, Curators, and Archivists - 3G		
			IWD
Total Emp		Employment %	10.00%
20		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO MGT	Executive/Admin/Managerial - 1A		
			IWD
Total Emp		Employment %	0.00%
1		Utilization Goal %	7.00%
EEO MGT	Admin-Management Occupations - 6D		
			IWD
Total Emp		Employment %	0.00%
36		Utilization Goal %	7.00%
EEO NAT	Natural Resources, Construction, and Maintenance - 5B		
			IWD
Total Emp		Employment %	3.45%
29		Utilization Goal %	7.00%
EEO NAT	Admin-Natural Resources, Construction, and Mainten - 6E		
			IWD
Total Emp		Employment %	50.00%
2		Utilization Goal %	7.00%
EEO NPT	Other Education Services - 3H		
			IWD
Total Emp		Employment %	20.00%
15		Utilization Goal %	7.00%
EEO PRD	Production, Transportation, and Material Moving - 5A		
			IWD
Total Emp		Employment %	0.00%
8		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO PRDAdmin-Production, Transportation, and Material Mov - 6F	
IWD	
Total Emp 1	Employment % 0.00%
	Utilization Goal % 7.00%
EEO SRVService Occupations - Protective Services - 5C	
IWD	
Total Emp 10	Employment % 0.00%
	Utilization Goal % 7.00%
EEO SRVService Occupations - Personal Care and Service - 5D	
IWD	
Total Emp 2	Employment % 0.00%
	Utilization Goal % 7.00%
EEO SRVService Occupations - Building, Grounds, Cleaning, - 5E	
IWD	
Total Emp 38	Employment % 2.63%
	Utilization Goal % 7.00%
EEO SRVAdmin-Service Occupations - 6G	
IWD	
Total Emp 5	Employment % 0.00%
	Utilization Goal % 7.00%

Footnote Section



Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-741.41.