



**RESOLUTION TO MODIFY AND RETITLE  
EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION  
RECRUITING AND EMPLOYMENT POLICY, 3356-2-02**

**WHEREAS**, University Policies are being reviewed and reconceptualized on an ongoing basis;  
and

**WHEREAS**, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

**WHEREAS**, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting  
March 13, 2025  
YR 2025-47**

**3356-2-02      Equal opportunity.**

Responsible Division/Office: Equal Opportunity, Policy Development and Title IX

Responsible Officer: Executive Director, Equal Opportunity and Human Resources

Revision History: August 2010; March 2011; September 2016; September 2021; March 2025

Board Committee: University Affairs

**Effective Date: March 13, 2025**

Next Review: 2026

---

- (A) Policy statement. Youngstown state university is committed to the principles of equality of treatment and opportunity without regard to sex (including pregnancy), race, religion, color, age, national origin, sexual orientation, gender identity and/or expression, disability, veteran or military status or any other basis protected by law (protected class status).
- (B) Principles. It is the responsibility of the entire university to create a campus environment that values all individuals and groups, to provide for equality of opportunity, and to maintain openness to diversity of ideas and experiences.
- (C) Procedures.
  - (1) University employment and personnel actions and access to university-sponsored training, education, tuition assistance, social and recreational programs will be administered in accordance with applicable state and federal regulations, executive orders, and university policies.
  - (2) The office of equal opportunity, policy development and Title IX is responsible for the development and implementation of the university's equal opportunity policies and for receiving complaints of discrimination or harassment based on protected class status.

- (3) The office of equal opportunity, policy development and Title IX, in coordination with the office of human resources, shall monitor recruitment and employment practices for compliance with applicable legal requirements and university policies.
- (4) Specific information regarding equal opportunity recruitment and employment is found on the [office of equal opportunity, policy development and Title IX](#) website.