

## 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 or participate in promotion and tenure within Extension, the college, or the university without regard to age, ancestry, color, disability, gender, gender identity or expression, genetic information, HIV/AIDS status, pregnancy, military status, national origin, race, religion, sex, sexual orientation, or veteran status, or any other basis under law;
- 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 (refer to [equity.osu.edu](http://equity.osu.edu));

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 the candidate pool reflects appropriate diversity;
- Follow policies and procedures related to promotion and tenure in accordance with the Office of Academic Affairs, the Office of Institutional Equity, 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, gender identity or expression, genetic information, HIV/AIDS status, pregnancy, 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 [equity.osu.edu](http://equity.osu.edu)).

*(updated November 2019)*

