

Terminology

Academic/Administrative Unit

Any component of the university involved in the hiring of administrators and/or instructional faculty, for example, colleges, schools, departments, centers and programs.

Affirmative Action

Specific and measurable programs required by law and regulations to ensure that minority group members, women, persons with disabilities, and Vietnam era/Other Eligible Veterans be brought into the mainstream of the employment population in order for the composition of faculty and staff at the university to be representative of the relevant employment market.

African American, not of Hispanic Origin

A person having origins in any of the African-American racial groups of Africa who is not of Hispanic origin.

American Indian or Alaskan Native

A person having origins in any of the original peoples of North America who maintains cultural identification through tribal affiliation or community recognition, including Native Americans, Alaskan Aleuts, Eskimos and Indians.

Asian or Pacific Islander

A person having origin in any of the original peoples of the Far East, Indian subcontinent, Southeast Asia or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, Samoa, the subcontinent of India and Indochina Peninsula and nearby islands, as well as Pakistan, Bangladesh, Sri Lanka, Sikkim and Bhutan.

Equal Employment Opportunity

The right of individuals to equal treatment based upon job-related criteria in all employment practices, programs and activities of the university. State and federal laws and other regulations prohibit employment discrimination on the basis of age, race, color, national origin, gender, religion, sexual orientation, veteran's status, political affiliation or disability.

Hispanic

A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish origin or descent.

Reasonable Accommodation

An adjustment in job structure or environment that permits a qualified person with mental or physical limitations to fulfill the requirements of a job. Examples of reasonable accommodations are remodeling to make facilities accessible to persons with disabilities, job restructuring, part-time or modified work schedules and modification of equipment.

Underutilization

The condition of having fewer women and/or minorities in a particular job group than would reasonably be expected by their availability both within a geographic region (e.g., the United States) and that job group (e.g., sociologists).

Veteran with Disabilities

A person entitled to disability compensation under laws administered by the Veteran's Administration for disability rate at 30 percent or more, or a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty.

Vietnam Era Veteran/ Other Eligible Veteran

A person who served on active duty for a period of more than 180 days, any part of which occurred between Aug. 5, 1964 and May 7, 1975, and was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between Aug. 5, 1964 and May 7, 1975, and who was so discharged or released within 48 hours preceding an alleged violation of the Vietnam Era Veterans' Readjustment Assistance Act. Other Eligible Veteran is defined as an individual who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

White, not of Hispanic Origin

A person having origins in any of the peoples of Europe, North Africa or the Middle East who is not of Hispanic origin.



www.vcu.edu/eeoaa

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Virginia Commonwealth University is an equal opportunity, affirmative action university providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran's status, political affiliation or disability.