

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, HUMBOLDT

PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

FOR

NOVEMBER 1, 2024 - OCTOBER 31, 2025

CAL POLY HUMBOLDT AAP

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**AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND INDIVIDUALS
WITH DISABILITIES**

FOR

NOVEMBER 1, 2024 - OCTOBER 31, 2025

CHAPTER A: POLICY STATEMENT

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

It is the policy of CAL POLY HUMBOLDT and my personal commitment that equal employment and promotional opportunities be provided in the employment and advancement for all persons regardless of race, religious creed, color, national orientation, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status at all levels of employment, including the executive level. CAL POLY HUMBOLDT does not and will not discriminate against or grant preferential treatment to any applicant or employee on the basis of their protected status, as listed above, to any position for which the applicant or employee is qualified in accordance with the California Constitution, Article 1, Section 31 (a) which states "The State shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting." In addition, CAL POLY HUMBOLDT is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees and individuals with disabilities. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, promotion, demotion, 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 and qualifications to perform a particular job and the feasibility of any necessary job accommodation. CAL POLY HUMBOLDT will make every effort to provide reasonable accommodations to any disabled individuals and 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.

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 and status as a protected veteran or an individual with disability. CAL POLY HUMBOLDT's EEO policy and affirmative action obligations have my full support as President.

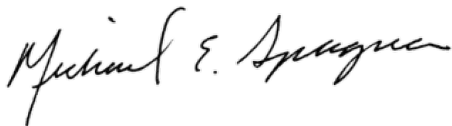
The CHRO has been delegated as the person in charge of overseeing the annual preparation and implementation of the Affirmative Action Program. CAL POLY HUMBOLDT will also continually design implement audit and reporting systems that will measure the effectiveness and the compliance of the

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.

The CAL POLY HUMBOLDT 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. The CAL POLY HUMBOLDT's 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 CAL POLY HUMBOLDT's legal duty to furnish the information.

It is also CAL POLY HUMBOLDT's policy not to discriminate because of a person's relationship or association with a protected veteran. This includes spouses and other family members. Also, CAL POLY HUMBOLDT will safeguard the fair and equitable treatment of protected veteran spouses and family members regarding all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran.

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

A handwritten signature in black ink, reading "Michael E. Spagna". The signature is fluid and cursive, with the first name "Michael" being the most prominent part.

Michael E. Spagna Ph.D.
Interim President
Cal Poly Humboldt

Plan Effective Date: November 1, 2024 – October 31, 2025

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 conducted annually of the university's examination and selection methods to identify barriers to employment, training, and promotion.

1. CAL POLY HUMBOLDT annually conducts 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. 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. This includes individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified. This includes partnerships and coordination of events with local veteran's groups such as the CAL POLY HUMBOLDT The office of Veterans Enrollment and Transition Services.

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 opportunities 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. This includes the completed implementation of the CHRS online application system, regular updates to the HR website for ease of navigation and the availability of kiosk for job applicants to utilize with assistance as needed.

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, evaluations are made as necessary for positions that are recruited for, created, changed or updated 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 they are job-related and consistent with organizational 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)

CAL POLY HUMBOLDT 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 the organization. Such reasonable accommodations are embedded 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. CAL POLY HUMBOLDT will confidentially review performance of employees with known disabilities to determine whether a reasonable accommodation is needed when: (a) the employee is having significant difficulty with job performance, and (b) it is reasonable to conclude that the problem is related to the known disability.

Employees may notify their direct supervisor or contact the HR department at any time to formally request an accommodation.

Name: Crystal Coombes or designee

Title: Interim ADA/504 Coordinator

Phone: (707) 826-4678

Email: ada@humboldt.edu

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

CAL POLY HUMBOLDT has developed and implemented a set of procedures to ensure that its employees with disabilities are not harassed due to those conditions. A copy of the Nondiscrimination policy, which includes a section prohibiting harassment of individuals with disabilities, is written into every vacancy announcement and is available to existing employees. (See CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation (Nondiscrimination Policy)). Mandated Reporter Training and Sexual harassment Prevention Training are updated and assigned to employees regularly.

Name: Dave Hickcox or designee

Title: Title IX and DHR Administrator

Phone: 707-826-5177

Email: david.hickcox@humboldt.edu

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 CHRO, or as appropriately delegated:

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. Disseminate information concerning employment opportunities to publications that primarily reach protected veterans and individuals with disabilities.
3. Inform all recruiting sources, in writing and orally, of the university's affirmative action policy for protected veterans and individuals with disabilities.
4. List suitable job openings with agencies and organizations such as the State Employment Development Department.
5. Contracts and Procurement will continue to include affirmative action language in the in the general provisions for Emergency Contracts.
6. Provide information to recruiting sources including clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the university's selection process, and recruiting literature, as applicable. Arrange for referral of applicants, follow up with sources, and feedback on disposition of applicants.
7. Participate in in-person and virtual "job fairs" as part of our outreach efforts in the Humboldt County community as well as on-campus job fairs with current students.
8. CAL POLY HUMBOLDT will 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)

To gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities CAL POLY HUMBOLDT will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the CHRO. The following policies and procedures are designed to foster support and understanding from CAL POLY HUMBOLDT's executive staff, management, supervisors, and other employees to encourage all employees to take the necessary actions to aid CAL POLY HUMBOLDT in meeting its obligations.

1. Post the California State University (CSU) Systemwide Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation (Nondiscrimination Policy).
2. Educate employees involved in recruiting, selection, promotion, and related employment processes to recognize and remedy bias in the recruitment and selection process.
3. Educate search committee chairs and members to ensure they understand and are committed to effective implementation of the policy.
4. Discuss the affirmative action plan with affected hiring managers.
5. Post the policy on university bulletin boards.
6. 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)

CAL POLY HUMBOLDT has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of CAL POLY HUMBOLDT's 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 CHRO.
3. Measures the degree to which CAL POLY HUMBOLDT's objectives are being met.
4. The mitigation of any undue barriers for individuals with disabilities and protected veterans regarding university sponsored educational, training, recreational, and social activities. This includes, but is not limited to, the review of the on-line and electronic application system to determine its accessibility and to ensure that procedures to request accommodations are prominently displayed so 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, CAL POLY HUMBOLDT has designated the CHRO with overall responsibility of preparing and implementing the organization's annual affirmative action programs in accordance with the Office of Federal Contracts Compliance Programs (double check- in the dept of labor) regulations.

President

The President, or his/her designee, shall be responsible for the development and implementation of the campus affirmative action program. This includes, but is not limited to:

1. Promulgating the affirmative action program;
2. Updating the affirmative action program annually;
3. Communicating about the program to campus administrators and other members of the campus community, as appropriate;
4. Conducting training on the nondiscrimination, equal employment and affirmative action obligations of the CSU for members of the campus community, as appropriate; and
5. Designing an administrative support structure that facilitates compliance with all applicable laws and regulations and systemwide policies and guidance.

Chief Human Resources Officer and Associate Vice President for Human Resources

The CHRO has overall supervision of the AAP and ensures all department managers, and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is one basis for evaluating the CHRO's effective work performance. Responsibilities 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 which includes forming the HR committee for Increasing Staff Diversity and enhancing collaboration with the Office of Diversity, Equity, and Inclusion.
3. Collaborating with Senior Management on EEO and AAP challenges.
4. Assisting line management in arriving at solutions to EEO/AA challenges.
5. Reviewing results of audit and reporting systems to assess the effectiveness of the university's AAP programs and to direct corrective actions where necessary.
6. Ensuring that the AAP is updated annually.

7. Providing guidance to managers and supervisors in taking appropriate actions to ensure that employees do not experience harassment in any way, through one-on-one contact, training, and disciplinary action.
8. Providing guidance and direction to the Employee Relations and Compliance staff.
9. Ensuring that relevant staff are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.
10. Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
11. Human Resources and Academic Personnel Services to conduct biennial reviews of 1) training programs and hiring and promotion demographics to remove barriers 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.
12. Reviewing 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.
13. 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.
14. Ensuring the university's VETS-4212 form is filed annually with the Veterans' Employment and Training Service (VETS).
15. Responsible for ensuring overall the university's compliance with the AAP.

Director of Campus Human Resources and Director of Compliance & Training

The Director of Campus Human Resources and the Director of Compliance & Training are responsible for collaborating to ensure that the directives of the President and the CHRO are implemented. Duties include, but are not limited to, the following and are delegated where appropriate:

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. 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.
3. Identifying problem areas and establishing procedures, goals, and objectives to solve these problems as appropriate.

4. Assisting in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities, when appropriate.
5. CAL POLY HUMBOLDT conducts annual audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. CAL POLY HUMBOLDT 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.
6. Developing policy statements, affirmative action programs, internal and external communications.
7. Serving as the liaison between CAL POLY HUMBOLDT and enforcement agencies.
8. Keeping management informed of the latest developments in the equal employment opportunity area.
9. Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.
10. Working closely with the CHRO and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.
11. 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.

Managers and Supervisors

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

1. The Director of Compliance and Training will provide managers with annual training on and links to the current AAP Policy, EEO Policy, and Institutional Anti Racism Action Plan directive.
2. Consistently adhering to the university's equal employment opportunity policy.
3. Supporting and assisting the CHRO and Director of Campus Human Resources in developing, maintaining, and successfully implementing the AAP.
4. Completing progress reports regarding the status of affirmative action programs.
5. Taking action to prevent harassment of employees placed through affirmative action efforts.
6. 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.

7. Ensuring that all interviews, offers of employment and/or wage commitments are consistent with the university's policy.
8. Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
9. Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
10. 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)

CAL POLY HUMBOLDT trains all employees involved 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)

CAL POLY HUMBOLDT has adopted the current national percentage of veterans in the civilian labor force, currently 5.2%, as its hiring benchmark for protected veterans. CAL POLY HUMBOLDT 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 CAL POLY HUMBOLDT.

CAL POLY HUMBOLDT also adopted the current national utilization goal, currently 7.0%, for qualified individuals with disabilities. CAL POLY HUMBOLDT 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 CAL POLY HUMBOLDT.


CAL POLY HUMBOLDT has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. CAL POLY HUMBOLDT will continue to monitor and update these studies annually 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.

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

It is the policy of CAL POLY HUMBOLDT 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.


CAL POLY HUMBOLDT 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 against. 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 CAL POLY HUMBOLDT's 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		802
Number of Jobs Filled		786
Number of Protected Veteran Applicants		36
Number of Applicants		2669
Number of Protected Veteran Hires		8
Number of Hired Applicants		717

Footnote Section

	Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-300.41.
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Veteran Benchmarks for Hiring Analysis


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

Hiring %	Benchmark %	Benchmark Met?
1.12	5.20	No

Footnote Section


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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		802
Number of Jobs Filled		786
Number of IWD Applicants		347
Number of Applicants		2669
Number of IWD Hires		17
Number of Hired Applicants		717

Footnote Section

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Individuals with Disabilities Utilization Goals

EEO ADM	Admin Support Assistant - 4A		
			IWD
Total Emp 9	Employment %	22.22%	
	Utilization Goal %	7.00%	
EEO ADM	Admin Support Coordinator - 4B		
			IWD
Total Emp 49	Employment %	4.08%	
	Utilization Goal %	7.00%	
EEO ADM	Administrative Support - Other - 4C		
			IWD
Total Emp 26	Employment %	0.00%	
	Utilization Goal %	7.00%	
EEO ADM	Admin - Office and Administrative Support Occupati - 6G		
			IWD
Total Emp 2	Employment %	0.00%	
	Utilization Goal %	7.00%	
EEO BUS	Business and Financial Operations - 3A		
			IWD
Total Emp 98	Employment %	4.08%	
	Utilization Goal %	7.00%	
EEO BUS	Admin - Business and Financial Operations Occupati - 6A		
			IWD
Total Emp 48	Employment %	4.17%	
	Utilization Goal %	7.00%	

Individuals with Disabilities Utilization Goals

EEO CES	Computer, Engineering, and Science - 3D		
			IWD
Total Emp		Employment %	4.62%
65		Utilization Goal %	7.00%
EEO CES	Admin - Computer, Engineering, and Science - 6C		
			IWD
Total Emp		Employment %	0.00%
9		Utilization Goal %	7.00%
EEO COM	Community, Social Service, Legal, Design, Entertai - 3B		
			IWD
Total Emp		Employment %	4.76%
42		Utilization Goal %	7.00%
EEO COM	Student Services Professionals - 3C		
			IWD
Total Emp		Employment %	11.76%
85		Utilization Goal %	7.00%
EEO COM	Admin - Community Service, Legal, Arts, and Media - 6B		
			IWD
Total Emp		Employment %	25.00%
12		Utilization Goal %	7.00%
EEO HLT	Healthcare Practitioners and Technical - 3E		
			IWD
Total Emp		Employment %	0.00%
17		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO HLT	Admin - Healthcare Practitioners and Technical - 6D		
			IWD
Total Emp	Employment %	0.00%	
2	Utilization Goal %	7.00%	
EEO INS	Lecturer Ay - 2A		
			IWD
Total Emp	Employment %	3.19%	
251	Utilization Goal %	7.00%	
EEO INS	Instr Fac Ay - 2B		
			IWD
Total Emp	Employment %	2.56%	
195	Utilization Goal %	7.00%	
EEO INS	Faculty - Other - 2C		
			IWD
Total Emp	Employment %	0.00%	
24	Utilization Goal %	7.00%	
EEO LIB	Librarians, Curators, and Archivists - 3F		
			IWD
Total Emp	Employment %	7.14%	
14	Utilization Goal %	7.00%	
EEO MGT	Management Occupations - 1A		
			IWD
Total Emp	Employment %	0.00%	
1	Utilization Goal %	7.00%	


Individuals with Disabilities Utilization Goals

EEO MGT	Admin - Management Occupations - 6E		
			IWD
Total Emp	Employment %	0.00%	
31	Utilization Goal %	7.00%	
EEO NAT	Natural Resources, Construction, and Maintenance - 5C		
			IWD
Total Emp	Employment %	0.00%	
30	Utilization Goal %	7.00%	
EEO NAT	Admin - Nat Resources, Construc, Maint - 6F		
			IWD
Total Emp	Employment %	0.00%	
1	Utilization Goal %	7.00%	
EEO NPT	Other Education Services - 3G		
			IWD
Total Emp	Employment %	0.00%	
74	Utilization Goal %	7.00%	
EEO PRD	Production, Transportation, and Material Moving - 5A		
			IWD
Total Emp	Employment %	16.67%	
12	Utilization Goal %	7.00%	
EEO SRV	Service Occupations - 5B		
			IWD
Total Emp	Employment %	4.44%	
45	Utilization Goal %	7.00%	

Individuals with Disabilities Utilization Goals

EEO SRV		Admin - Service Occupations - 6H	
			IWD
Total Emp		Employment %	0.00%
1		Utilization Goal %	7.00%

Footnote Section

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