



Ohio Administrative Code

Rule 3337-40-121 Recruitment and selection of faculty and staff.

Effective: July 1, 2022

(A) Overview

In compliance with requirements as a federal contractor, Ohio university will make aggressive efforts to recruit under-represented minority group members, such as women, persons with disabilities, veterans, and Vietnam era veterans, for position openings. In accordance with federal law and Chapter 124. of the Revised Code, it is the policy of the university to engage in recruitment practices that yield the best applicants for vacancies.

This policy covers all faculty and staff positions at Ohio university.

This policy also establishes an official diversity statement to be utilized as appropriate during recruitment activity:

Ohio university is proud of its rich history, diverse campuses, international communities, and beautiful Appalachian settings. As part of our ongoing efforts to provide and support a transformative learning experience, we affirm our commitment to fostering a welcoming, respectful, diverse, and inclusive workforce and community. All qualified applicants are encouraged to apply and will receive consideration free from discrimination on the basis of race, color, religion, age, ethnicity, national origin, national ancestry, sex, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, gender, gender identity or expression, sexual orientation, military service or veteran status, mental or physical disability, or genetic information. Ohio university is an equal access/equal opportunity and affirmative action employer.

(B) Process

All faculty and staff positions will be posted as directed by university human resources or a collective bargaining agreement. Processes and procedures can be found in guidelines and



recruitment and selection at Ohio university.

(C) Practices, processes, and procedures

Practices, processes, and procedures regarding recruitment and selection at Ohio university will set forth in guidelines for recruitment and selection at Ohio university. These guidelines will be established, maintained, and updated by university human resources in close partnership with the office of equity and civil rights compliance and the vice president for diversity and inclusion. Exceptions to this policy and associated guidelines must be approved by the chief human resources officer or their designee.