



Equal Employment Opportunity Policy Statement #1710.001

INITIAL EFFECTIVE DATE:	LAST REVISION DATE:	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT
May 7, 2025	February 11, 2026	Office of Civil Rights

POLICY STATEMENT

Florida International University (FIU) is a State University System of Florida member, an Equal Opportunity, Equal Access, and Affirmative Action Employer for individuals with disabilities and veterans. To uphold accountability and promote compliance with anti-discrimination laws, the University’s policy is to comply with all Federal, State, and local laws and regulations that prohibit employment discrimination.

Federal, State, and local equal employment opportunity laws combine to protect job applicants and employees from discrimination on the basis of a protected status/characteristic in recruiting, hiring, appointment, transfer, promotion, tenure, classification, referral, discharge, layoff, compensation, benefits, job training, tuition assistance, participation in University-sponsored educational, social, and recreational programs, and other aspects of employment. Consistent with applicable law and the FIU’s Nondiscrimination, Harassment and Retaliation and Sexual Harassment (Title IX) and Sexual Misconduct regulations, this Policy prohibits such discrimination against job applicants and employees based on the following protected statuses/characteristics – race, color, national origin, sex, pregnancy, religion, age, disability, marital status, veteran status, and any other legally protected basis.

SCOPE

Florida International University is required by law to provide equal employment opportunity to all without regard to race, color, religion, age, disability, sex, pregnancy, national origin, marital status, veteran status, and any other legally protected basis. The university must also ensure that its policies and practices are non-discriminatory.

ROLES AND RESPONSIBILITIES

The university’s EEO Coordinator is responsible for the day-to-day implementation and monitoring of the University’s Affirmative Action Plan for veterans and individuals with disabilities. As part of that responsibility, the EEO Coordinator is responsible for periodically analyzing the University's personnel actions, monitoring their effects for compliance with our equal employment policy, and administering the audit and reporting system.

RELATED RESOURCES

- FIU 105 Regulation
- FIU 106 Regulation
- All University HR Policies
- Age Discrimination in Employment Act of 1967
- Americans with Disabilities Act of 1990, as amended
- Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRA), as amended
- Florida Civil Rights Act of 1992
- Equal Pay Act of 1963
- Genetic Information Nondiscrimination Act of 2008
- Immigration Reform and Control Act of 1986
- Florida Civil Rights Act of 1992
- Pregnancy Discrimination Act
- Pregnant Workers Fairness Act 2023
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Title VI of the Civil Rights Act of 1964, as amended
- Title VII of the Civil Rights Act of 1964, as Title IX of the Education Amendments of 1972

CONTACTS

The university has designated the Assistant Vice President for Human Resources, Office of Civil Rights to coordinate, disseminate, and implement equal employment opportunity and affirmative action throughout all levels of the University and to coordinate the University's compliance with Federal and State civil rights laws regarding protected characteristics, including Title IX and those other laws and regulations referenced above. The Equal Opportunity Coordinator and Interim Title IX Coordinator and person who handles inquiries per requirement regarding the University's non-discrimination policies is:

Emmanuele A. Bowles, Ed.D., C.A.A.P
Interim Title IX Coordinator
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HISTORY

Initial Effective Date: May 7, 2025

Review Dates (*review performed, no updates*): N/A

Revision Dates (*updates made to document*): May 7, 2025; January 6, 2026 (updated contact information only); February 11, 2026 (update to unit names).