IV. EQUAL OPPORTUNITY ASSOCIATE (EOA)

The Library is committed to equality of educational opportunity and does not discriminate against applicants, students, or employees on the basis of race, color, national origin, religion, gender, age, disability, or sexual orientation. The Library also actively promotes diversity among students and employees.

4.A.
The EOA is elected by the departmental faculty from a slate of candidates composed of tenured voting members of the DPC. The EOA's term is one year.

4.B.
Policies concerning the roles and responsibilities of the Equal Opportunity Associate (EOA) are available from the Equity Office.

4.C.
The EOA advises the DPC on the University's equal employment opportunity policies and procedures.

4.D.
The EOA ensures that the Library's actions embody the concepts and actions of both nondiscrimination and affirmative action, and adheres to the guidelines available in the University's Office of Equal Opportunity Programs.

4.E.
The EOA reviews and signs the Office of Compliance Programs annual Compliance Report and the interim reports as required in the Appalachian State University Affirmative Action Plan for Equal Employment Opportunity.

4.F.
Once a year, the EOA gathers statistics on the number of American Library Association accredited master's degrees awarded to members of minority groups and submits them to the Office of Compliance Programs.