



Terminology

Affirmative Action

Specific and measurable programs required by law and regulations to ensure that minority group members, women, persons with disabilities, and Protected 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.

American Indian or Alaskan Native

A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

Asian

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American

A person having origins in any of the black racial groups of Africa.

Disability

A physical or mental impairment that substantially limits one or more major life activity, a record of such impairment, or being regarded as having such impairment.

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 race, color, religion, national or ethnic origin, age, sex (including pregnancy), political affiliation, veteran status, genetic information, sexual orientation, gender identity, gender expression, or disability.

Hispanic or Latino

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

Native Hawaiian or Other Pacific Islander

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Protected Veteran

A disabled veteran, a recently separated veteran, an active duty wartime or campaign badge veteran, and an Armed Forces service medal veteran.

Reasonable Accommodation

A modification or adjustment to a course, program, service, job, activity or facility that enables a qualified individual with a disability to have an equal opportunity to attain the same level of performance or to enjoy equal benefits and privileges as are available to an individual without a disability.

Underutilization

The condition of having fewer women, minorities, persons with disabilities, and/or protected veterans in a particular job group than would reasonably be expected by their availability both within a geographic region and that job group.

White

A person having origins in any of the peoples of Europe, North Africa, or the Middle East.