
**Policy Name: AFFIRMATIVE ACTION GOALS: EMPLOYMENT
03-05-025**

No.

Effective Date: Oct. 10, 1996; Revised July 8, 1999

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1. OHSU shall establish an affirmative action plan including goals and procedures for the purpose of increasing the proportion and effective utilization of minorities and women employed in administrative, technical, and faculty positions in programs and departments where minorities or women are under represented.
2. For purposes of this policy, "minorities" refers to Black African Americans, Hispanic Americans, Asian/Pacific-Island Americans, and American Indians/Alaskan Natives.
3. A biennial report shall be reviewed by the President to determine the adequacy and effectiveness of the affirmative action plan.

Background: OAR 580-21-006

**Related policies, procedures and forms:
Responsible office: AAEO Department**
