



OHSU POLICY MANUAL

Policy Number: 03-05-025

Policy Title: AFFIRMATIVE ACTION GOALS – EMPLOYMENT

Effective Date: April 27, 2017

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1. OHSU shall establish an affirmative action plan including outreach, placement goals and procedures for the purpose of increasing the proportion and effective utilization of minorities, women, individuals with disabilities, and protected Veterans.
 2. For purposes of affirmative action policy, “minorities” refers to Black or African Americans, Hispanic or Latino Americans, Asians, Native Hawaiian or Other Pacific-Islanders, and American Indians or Alaskan Natives, and persons of two or more races.
 3. The President will review the affirmative action plan annually to assess the adequacy and effectiveness of the plan.

Related Regulations:

- [US Department of Labor, Office of Federal Contract and Compliance Programs, Executive Order 11246, Affirmative Action Programs](#)
- [US Department of Labor, Office of Federal Contract and Compliance Programs, Section 503 of the Rehabilitation Act](#)
- [US Department of Labor, Office of Federal Contract and Compliance Programs, Vietnam Era Veterans’ Readjustment Assistance Act](#)

Revision History: October 10, 1996; July 8, 1999; April 27, 2017

Responsible Office: Affirmative Action and Equal Opportunity Department