

Student Services Manual (SSM)

SSM 304–03: Nondiscrimination—Equal Employment Opportunity

Effective: 1/8/1980

Revised: 3/1/2025

Purpose

To ensure that all students are provided an equal opportunity to obtain on-campus student employment

Sources

20 *United States Code* § 1681-83 (1980)

29 *United States Code* §§ 206d, 623 (1980 & Supp. II, 1982); §§ 793, 794 (1980)

38 *United States Code* § 2012 (1980)

42 *United States Code* §§ 2000d, 2000e, 6101 (1980)

Executive Order 11246, as amended by 11375, 11478, and 12086

Arizona Revised Statutes § 41–1461

Arizona Board of Regents Policy Manual - 6-808

Policy

ASU affirms its commitment to pursue vigorously equal opportunity and in its employment, programs, and activities. Specifically, our commitment is to increase opportunities at all levels of employment and to increase participation in programs and activities by all faculty, staff, and students without regard to race, color, religion, national origin, citizenship, sex, gender identity, sexual orientation, age, disability, Vietnam-era veteran status, other protected veteran status, newly separated veteran status, or special disabled veteran status.

Furthermore, our commitment extends to recruitment and hiring, promotion, and other personnel actions such as compensation, benefits, transfers, terminations, university-sponsored training, education, tuition assistance, and social and recreational programs. This is the policy for employment of students either by the university or by outside employers through the university.

Students who believe they have been subjected to discrimination during the process of seeking on-campus student employment should contact the Office of University Rights and Responsibilities.

Cross-References

For ASU’s complete policy on equal employment opportunity, see the *Academic Affairs Policies and Procedures Manual*—[ACD 401](#), “Prohibition Against Discrimination, Harassment, and Retaliation.” This policy is in effect for all ASU employees, including student employees.