



Policy # 53034.7

**HIRING WITHOUT REGARD TO RETIREMENT STATUS AND
WITHOUT REGARD TO PRIOR COMPLAINTS OF
DISCRIMINATION OF OTHER PROTECTED EEO ACTIVITY**

Effective Date: March 28, 2014

Revised Date: May 5, 2022

Responsible Office: Office for Civil Rights and Title IX

Division: Operations

I. PURPOSE/OBJECTIVE

Grambling State University must consider applicants for employment without regard to their retirement status and without regard to an applicant's having previously accused the Board or any of its universities of unlawful discrimination.

Notwithstanding the foregoing, a University within the UL System or the UL System itself may consider retirement status in the hiring process, if, and only to the extent, it is required to do so by Federal or Louisiana state law.

If the hiring of any person on the basis, in whole or in part, of retirement status is refused or delayed based on compliance with Federal or Louisiana state law, the University shall notify the UL System President in writing via the University President of each such instance within 5 (five) days prior to such action for the purpose of allowing an opportunity for legal review by UL System of such action.

II. STATEMENT OF POLICY

This policy is maintained on the University campus including but not limited to the Human Resources Department and the campus website. Certification of such action will be required.

III. APPLICABILITY

This policy shall comply with related UL System Memoranda, and in accordance with Federal and State laws and related guidelines of the Equal Opportunity Employment Commission.

IV. REVISION/REVIEWED

Grambling State University is an Equal Employment Opportunity/American with Disabilities Act /Affirmative Action Compliance Program Employer. We recruit, select, employ and promote without regard to race, sex, religion, age, disability, national origin, or any other protected class.