




A.

THE UNIVERSITY OF RHODE ISLAND

July 1, 2018 ~ June 30, 2019

AFFIRMATIVE ACTION PLAN

 1/24/19

Accepted by David M. Dooley, Ph.D. Date
President, University of Rhode Island



Approved by Date
State Equal Opportunity Office

5/30/19

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SECTION B

B. AGENCY ORGANIZATION AND STRUCTURE

B. AGENCY ORGANIZATION AND STRUCTURE

Mission

The University of Rhode Island is the State's public learner-centered research university. We are a community joined in a common quest for knowledge. The University is committed to enriching the lives of its students through its land, sea, and urban grant traditions. URI is the only public institution in Rhode Island offering undergraduate, graduate, and professional students the distinctive educational opportunities of a major research university. Our undergraduate, graduate, and professional education, research, and outreach serve Rhode Island and beyond. Students, faculty, staff, and alumni are united in one common purpose: to learn and lead together. Embracing Rhode Island's heritage of independent thought, we value:

- Creativity and Scholarship Diversity,
- Fairness, and Respect
- Engaged Learning and Civic Involvement
- Intellectual and Ethical Leadership

Individuals living in cities and towns throughout the state are found working and studying within our institution's population. In the spring 2018, the Office of Institutional Research identified the statewide distribution of URI alumni, faculty, staff and students who are Rhode Island residents were as follows: 53,049 Alumni, 2,561 faculty and staff and 9,228 students.

The History

The University was chartered as the state's agricultural school in 1888. The Oliver Watson farm was purchased as a site for the school, and the old farmhouse, now restored, still stands on the campus. The school became the Rhode Island College of Agriculture and Mechanic Arts in 1892, and the first class of 17 members was graduated two years later.

The Morrill Act of 1862 provided for the sale of public lands. Income from these sales was to be used to create at least one college in each state with the principal purpose of teaching agriculture and mechanic arts. From this grant of land comes the term "land grant," which applied to the national system of state colleges. In a later adaptation of the concept, federal funds given to colleges for marine research and extension are called "sea grants."

In 1909 the name of the college was changed to Rhode Island State College, and the program of study was revised and expanded. In 1951 the college became the University of Rhode Island by an act of the General Assembly.

The Structure

The University of Rhode Island, Rhode Island College and the Community College of Rhode Island make up the Rhode Island higher education system and are overseen by the Rhode Island Board of Education.

The Board of Education is the chief policy-setting body overseeing K-20 education in Rhode Island. Through its designated powers and duties, the Board helps shape the course of public education to ensure that all of the state's students receive the best possible education. The Board of Education consists of the Council on Elementary and Secondary Education, the Council on Postsecondary Education, and the Rhode Island Office of Postsecondary Education (RIOPE).

University Leadership

The University of Rhode Island is the state's flagship institution of higher education, and its only public university. As such, we are uniquely positioned, ready and able to provide innovative ideas, adaptive intelligence and breakthrough research to enhance the lives of the people in our state, nation, and world.

President: Dr. David M. Dooley became the 11th president of the University of Rhode Island in July 2009.

Provost and Vice President for Academic Affairs: Dr. Donald H. DeHayes joined the university in March 2008.

Vice President for Student Affairs: Dr. Kathy Collins joined the university in July 2016.

Vice President for Research and Economic Development: Dr. Peter J. Snyder joined the university in March 2018.

Vice President for Administration and Finance: Abigail P. Rider joined the university in March 2017

Associate Vice President for Community, Equity and Diversity: Naomi R. Thompson, Esq. joined the university in August 2012.

Director, Department of Athletics: Thorr D. Bjorn joined the university in August 2007.

Executive Director, External Relations and Communications: Kelly K. Mahoney joined the university in January 2015.

Chief-of-Staff: Michelle S. Curreri joined the university in June 1992.

The University Campuses

KINGSTON CAMPUS

Located in the historic village of Kingston, the University of Rhode Island is close to the ocean and major beaches. Our 1,200-acre campus is a handsome mix of ivy-covered buildings and contemporary architecture. Just 30 miles south of Providence, URI is within easy reach of Newport, Boston, and New York City.

FEINSTEIN PROVIDENCE CAMPUS

The University's Alan Shawn Feinstein College of Education and Professional Studies (CEPS) and several other departments are housed at the renovated, historic Shepard Building in the heart of downtown Providence. CEPS has been serving students for more than 50 years and offers a wide variety of degree and certificate programs.

NARRAGANSETT BAY CAMPUS

Overlooking the West Passage of Narragansett Bay, this 153-acre campus is home to URI's highly acclaimed Graduate School of Oceanography, one of the top five oceanographic institutions in the country. The campus also houses the University's Coastal Institute on Narragansett Bay, which features an interactive coastal environment exhibit and conference center. The campus is the base of the Endeavor, a marine research vessel owned by the National Science Foundation and operated by URI's Graduate School of Oceanography.

W. ALTON JONES CAMPUS

Located in the western section of Rhode Island just 30 minutes from Providence, the Alton Jones Campus features 2,300 acres of pristine forests, streams, ponds, and a 75-acre lake. Alton Jones offers an ideal setting for conferences and retreats; school field trips; team-building for executives and support staff; and summer day, overnight, and teen camps.

College Organization

The university comprises nine colleges and the Graduate School of Oceanography. With the exception of the University College which offers general education courses to first and second year students, all colleges award undergraduate and graduate degrees. The Graduate School of Oceanography awards degrees at the master and doctorate levels. Pharmacy offers professional and doctorate degrees.

- [College of Arts and Sciences](#) **Jeannette Riley, Dean**

The College of Arts and Sciences encourages excellence in teaching through academic programs in the arts, humanities, social sciences, Harrington School of Communication and Media, mathematics, and physical sciences; engages in internationally renowned programs of research, scholarship, and creative activities; and supports application of knowledge through outreach to serve the changing needs of the state, the country, and the world. The College of Arts and Sciences forms the core of the University of Rhode Island, delivering a liberal arts education for the 21st century and performing a central role in fulfilling the mission of the University in undergraduate and graduate education, research, and outreach.

- [College of Business Administration](#) **Maling Ebrahimpour, Dean**

The URI College of Business, the first accredited business school in Rhode Island, is recognized for its leadership in business education, research, and outreach. The College of Business is the only institution in Rhode Island with accredited business programs at the undergraduate, Masters, and PhD levels. The College of Business Administration has been accredited since 1972 by (AACSB), The Association to Advance Collegiate Schools of Business. In addition, the Accounting Program has been separately accredited at both the undergraduate and graduate levels since 1994. AACSB accreditation is highly sought after by universities due to its high level of academic merit and accreditation has been achieved by fewer than 15% of the institutions teaching management education.

- [College of Education And Professional Studies \(Alan Shawn Feinstein Providence Campus\)](#)
R. Anthony Rolle, Dean

The Alan Shawn Feinstein College of Education and Professional Studies offers programs for teachers and those who want to become teachers, as well as flexible continuing and professional studies programs designed to fit students' needs and schedules. The college designs learning opportunities for individuals to construct knowledge, skills, abilities, and aptitudes that inspire life-long learning, innovative leadership, and community service. The Alan Shawn Feinstein College of Education and Professional Studies prepares individuals who are locally engaged, nationally respected, and globally involved in the work of educational, organizational, and economic justice.

- [College of Engineering](#) **Raymond Wright, Dean**

The College of Engineering is a diverse community of scholars, learners, and professional staff dedicated to the development and application of advanced technologies, working together to enhance the quality of life for all. URI graduates are prepared to be global leaders in a wide range of engineering disciplines and to create new knowledge, products, and services. The college produces creative problem solvers, innovators, inventors, and entrepreneurs, applying their skills for the advancement of knowledge, service to our community, and the economic development of the state of Rhode Island and beyond.

- [College of Environmental and Life Sciences](#) **John Kirby, Dean**

The College of Environment and Life Sciences strives for excellence in teaching, research and service, and prepares its students with the skills, knowledge and insight to address the challenges of today's world and support their development as lifelong learners. The college fosters collaboration among undergraduate and graduate students, staff and faculty in experiential learning and provides opportunities for students to apply their knowledge beyond the University, addressing contemporary problems through innovative, relevant and scholarly research. The College extends our research based knowledge through community engagement in the tradition of our Land Grant and Sea Grant heritage and are dedicated to outreach and service to the state, national, and global community.

Academic Health Collaborative

URI established the Academic Health Collaborative (AHC) in 2016 to bring together a range of disciplines that focus on human health and wellness, creating a unique space for interdisciplinary teaching, research and innovation. The College of Nursing, the College of Pharmacy, and the College of Health Sciences are the academic core of the collaborative.

- [College of Health Sciences](#) **Gary Liguori, Dean**

The College of Health Sciences promotes the health and well-being of individuals, families, and populations in a diverse global society through excellence in teaching, research, and outreach. The College of Health Sciences is a leader in education, research, and outreach in the promotion of optimal health and wellness across the life span. The College is committed to high quality teaching that emphasizes evidence-based practices, engages students in multidisciplinary learning, and produces graduates who can effectively translate and apply knowledge in their professions. The College's research seeks to develop innovative solutions to complex problems that improve the health and well-being of others.

- [College of Nursing](#) **Barbara Wolfe, Dean**

The College of Nursing prepares nurses to excel as outstanding and compassionate clinicians, scholars, and leaders who enhance the health and health care of individuals, families, communities, and populations both locally and globally. The College Of Nursing is a dynamic catalyst for improving health and transforming healthcare through innovation and excellence in education, knowledge development, discovery and professional practice to meet the needs of a global society.

- [College of Pharmacy](#) **Paul Larrat, Dean**

The College of Pharmacy is a learning-centered, research-oriented educational environment that encourages individuals to make positive lifelong contributions to global health. The College prepares professional degree students to provide compassionate pharmacist-delivered patient care, and inspire students through innovative problem-based learning, rich experiential curricula, and inter-professional collaboration and fosters a community of scholars who will further the body of knowledge in pharmaceutical, biomedical, and clinical sciences. The College of Pharmacy develops innovative teaching practices, advancing research and practice, and merging true entrepreneurial spirit with care and compassion.

- [Graduate School of Oceanography](#) **Bruce Corliss, Dean**

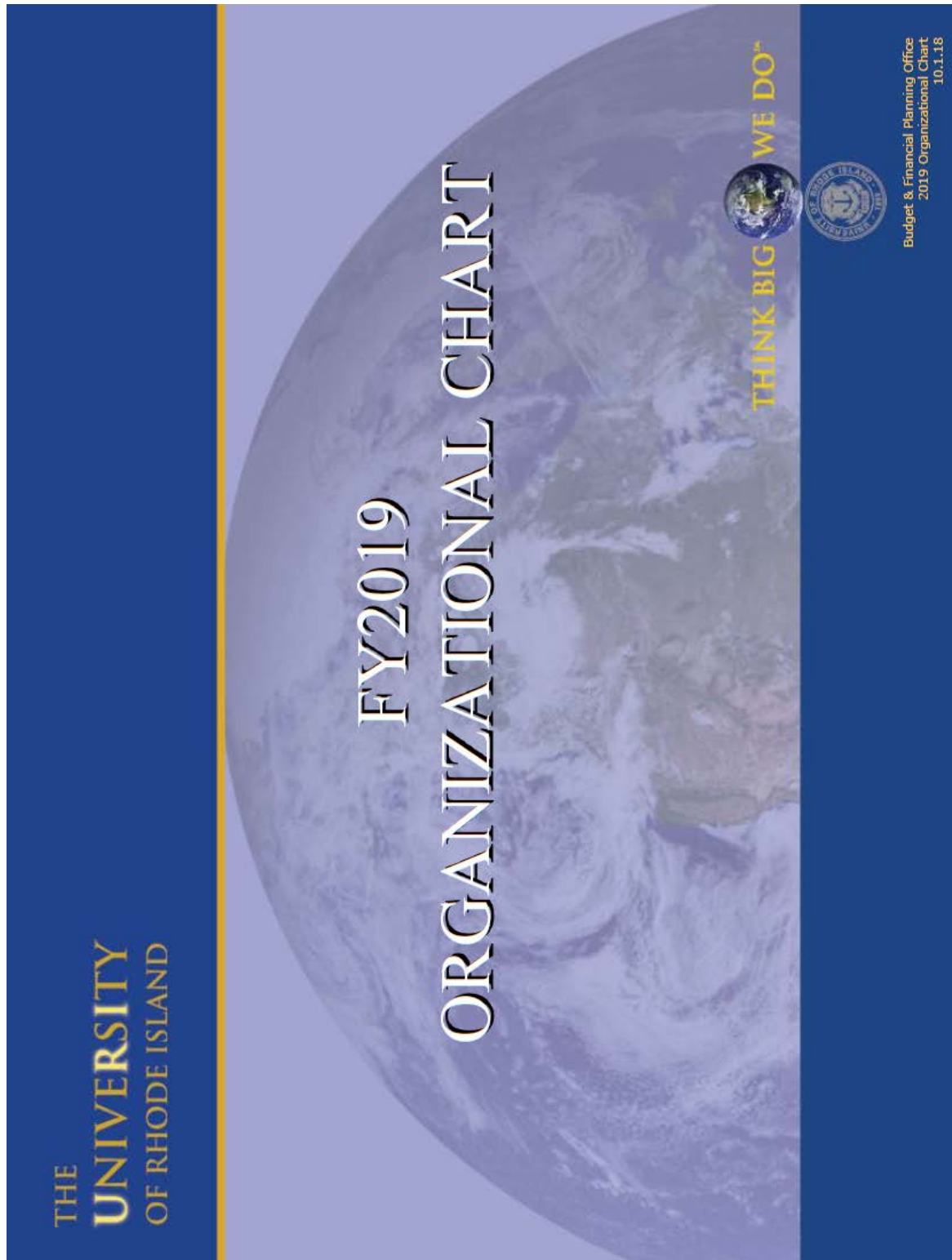
The Graduate School of Oceanography is an internationally recognized premier oceanographic institution conducting fundamental and applied research to understand our changing ocean planet. The School educates marine scientists, policymakers, business leaders, and citizens and develops the knowledge and skills necessary to address the marine challenges of today and tomorrow. Major advances in knowledge of the oceans arise from GSO research, education and public service. These advances result from strong investigator-driven research and uniquely dynamic and integrative curriculum.

- [Graduate School](#) **Nasser Zawia, Dean**

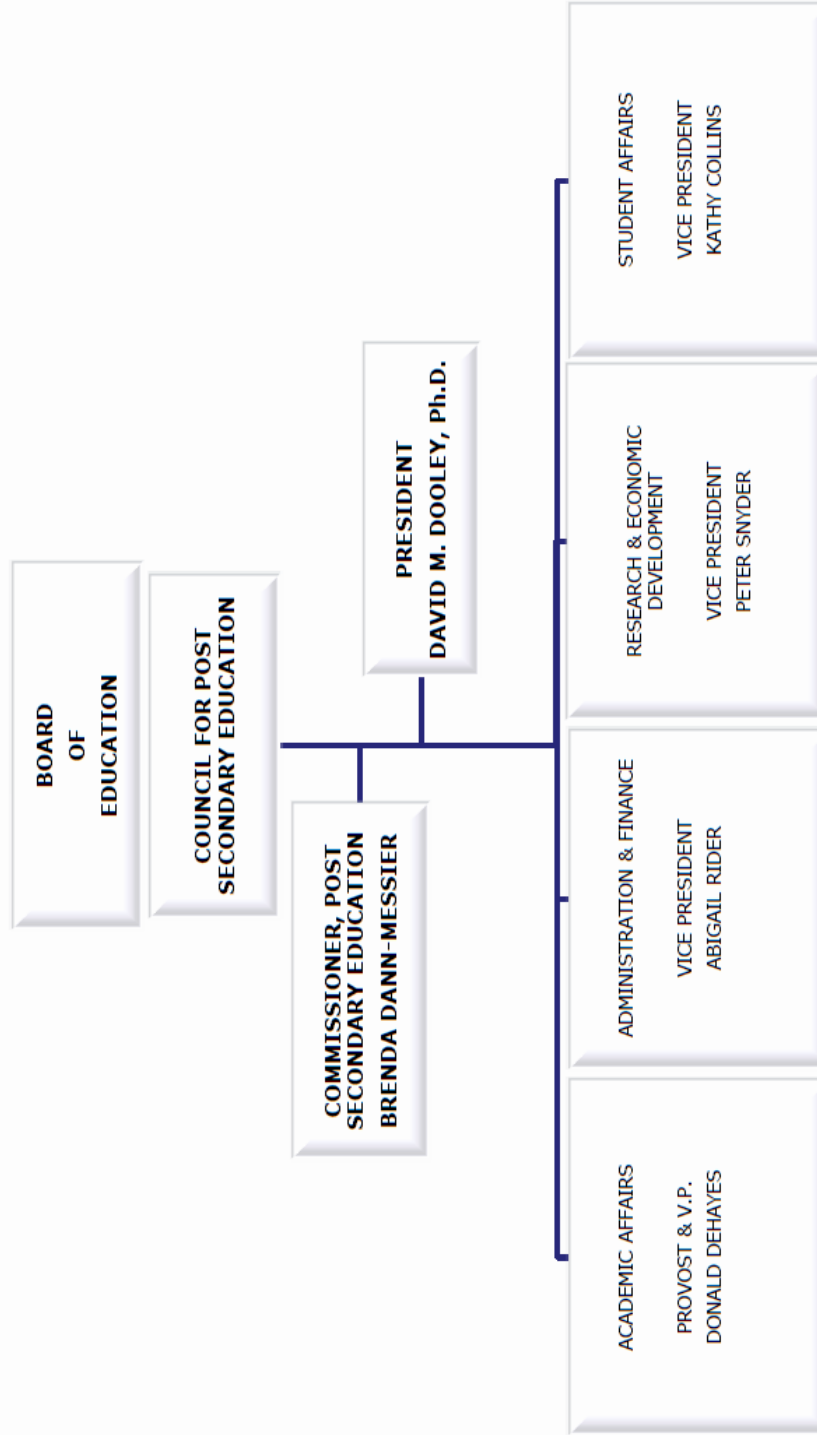
The Graduate School facilitates the recruitment and retention of talented men and women to Graduate Programs at the University of Rhode Island in a wide variety of disciplines. The School reinforces the quality of graduate education and administers central processes, such as admissions, for all Graduate Programs. Graduate students and faculty alike excel in the research endeavors of their chosen fields of expertise. The School promotes the availability of the intellectual and financial resources necessary for graduate students and faculty to become exceptional learners of what is known, and discoverers of what is not known and facilitates the training and graduation of leaders who will be instrumental in making significant contributions to their fields of expertise in particular, and to the world-community in general.

- [University College for Academic Success](#) **Jayne Richmond, Dean**

University College for Academic Success (UCAS) provides support to undergraduates from admission through to graduation, and beyond. The University College focuses on getting first year students off to a good start with freshmen seminars and orientation, early alert and mentoring programs. The College also provides academic advising that's customized to a student's major and assists with major selection. The College also provides internships, service learning, transfer resources, tutoring, and career advising. University College for Academic Success is focused on enabling the students to have the most successful undergraduate experience possible, from transitioning into college, to finding the academic support needed to a major with career and life goals.



FY2019 ORGANIZATIONAL CHART



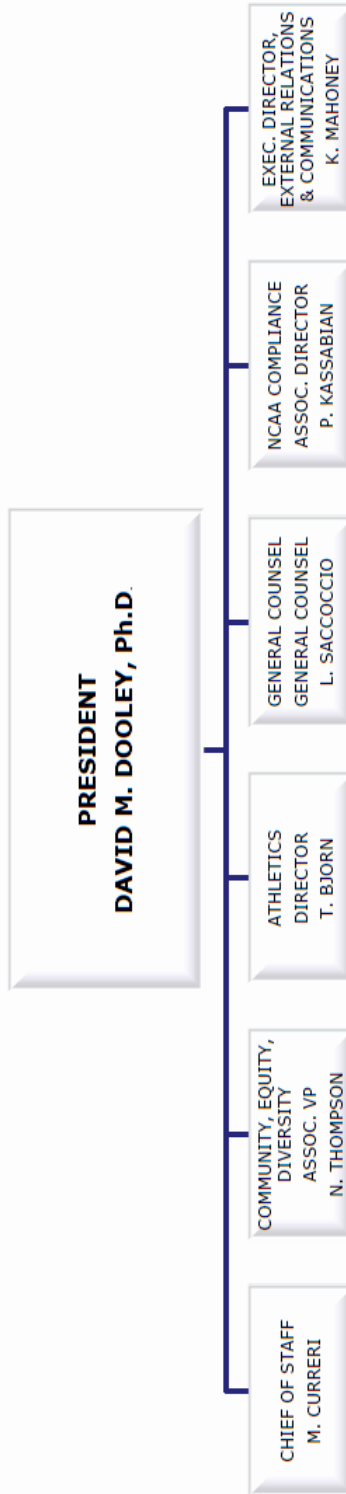
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PRESIDENT



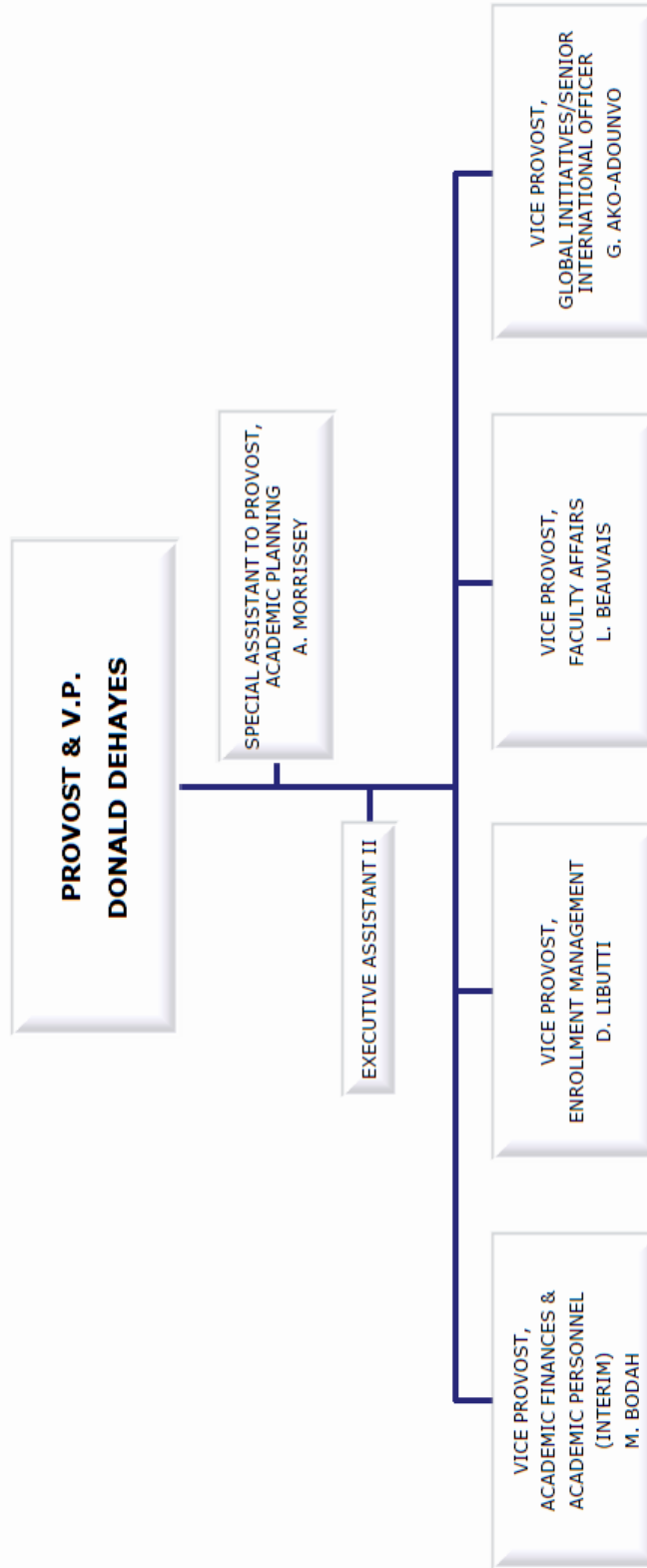
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ACADEMIC AFFAIRS



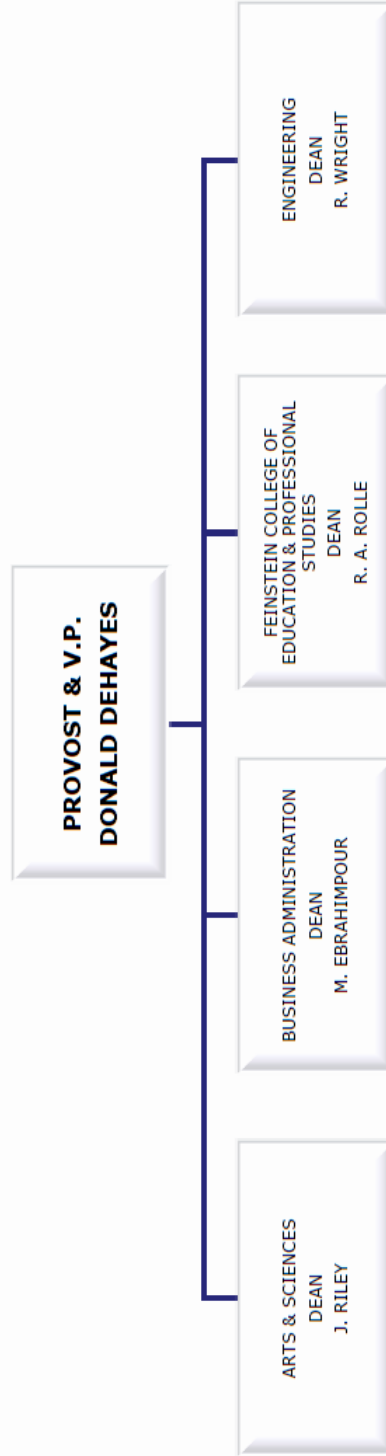
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ACADEMIC AFFAIRS (continued)



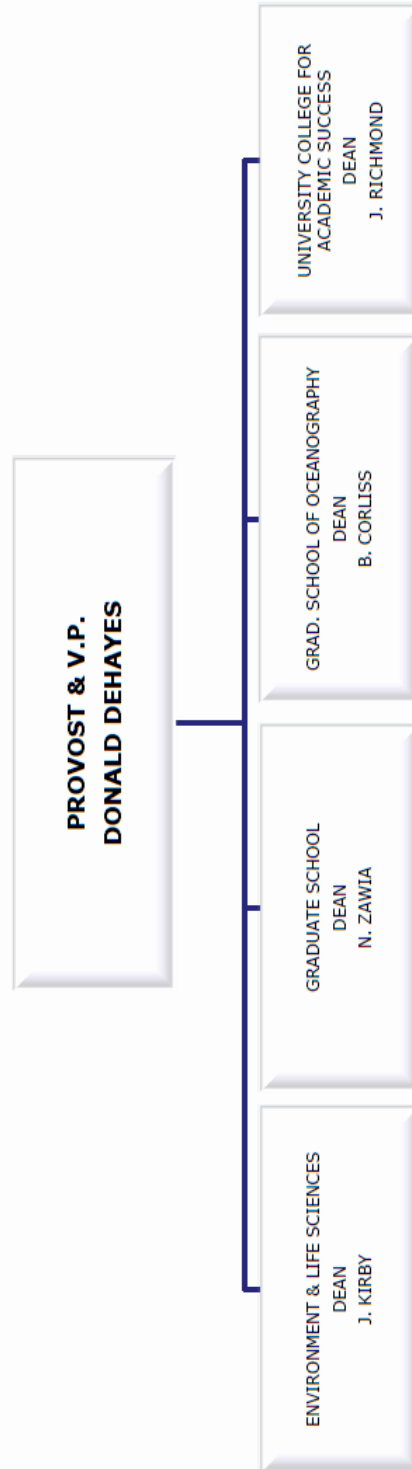
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ACADEMIC AFFAIRS (continued)



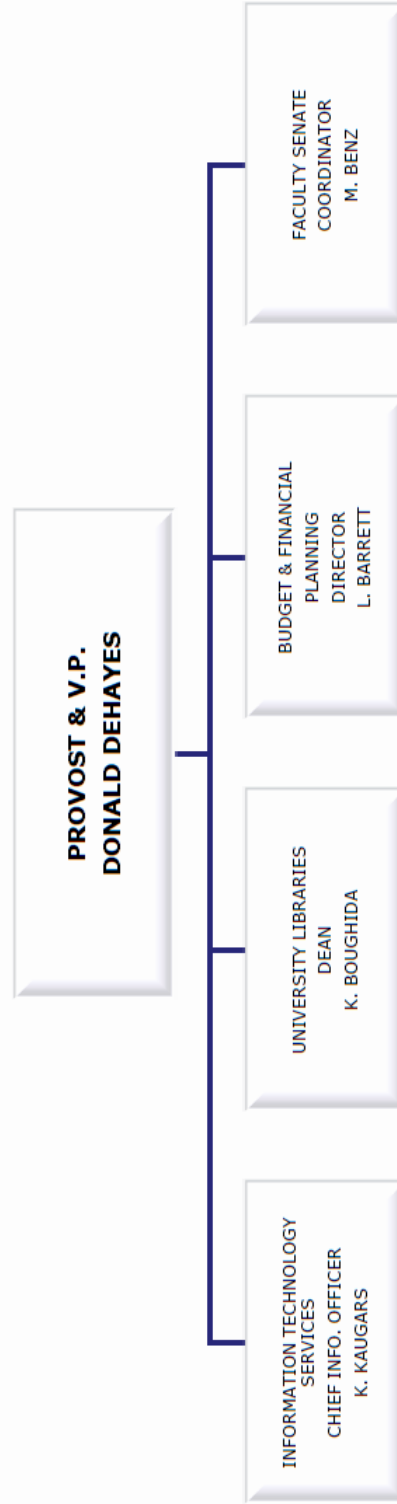
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ACADEMIC AFFAIRS (continued)



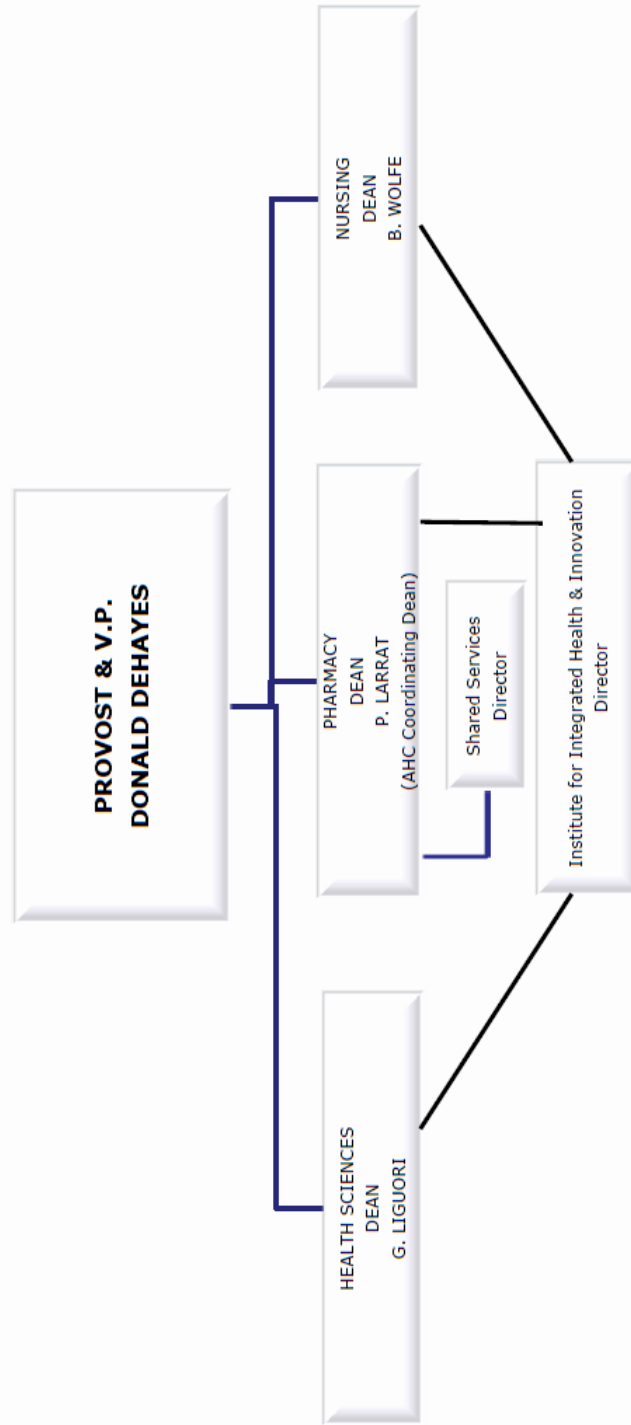
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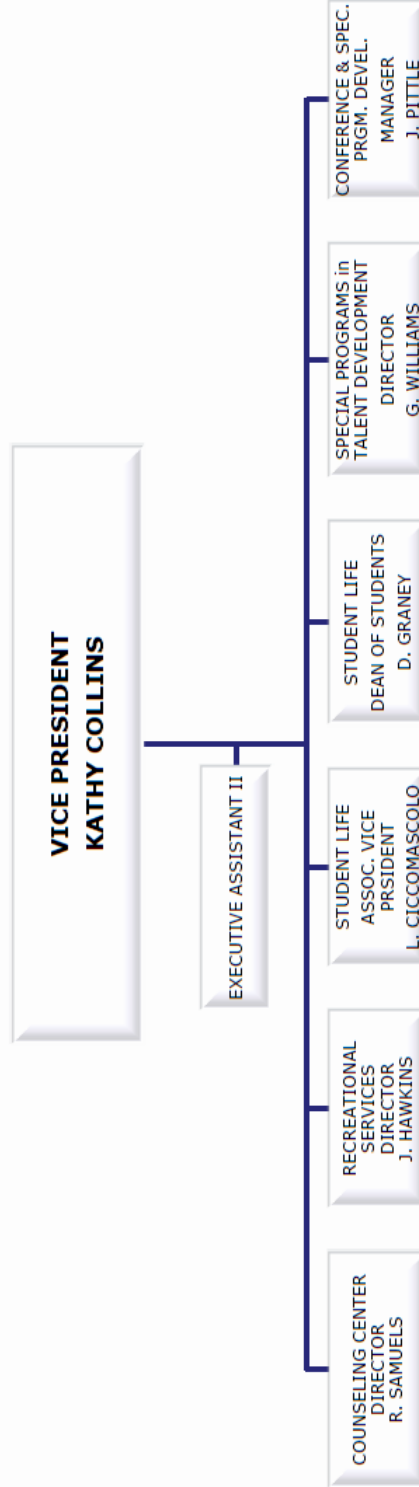
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STUDENT AFFAIRS

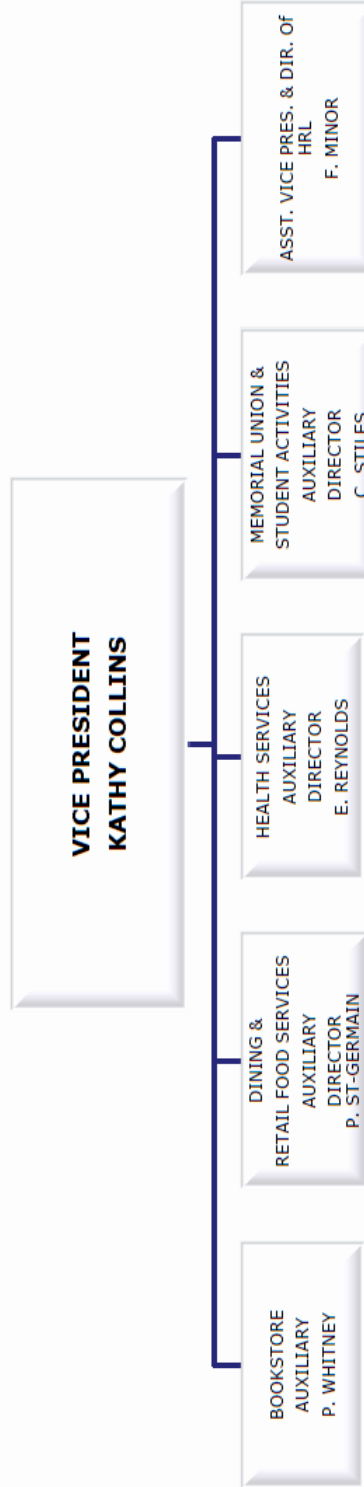


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STUDENT AFFAIRS (continued)



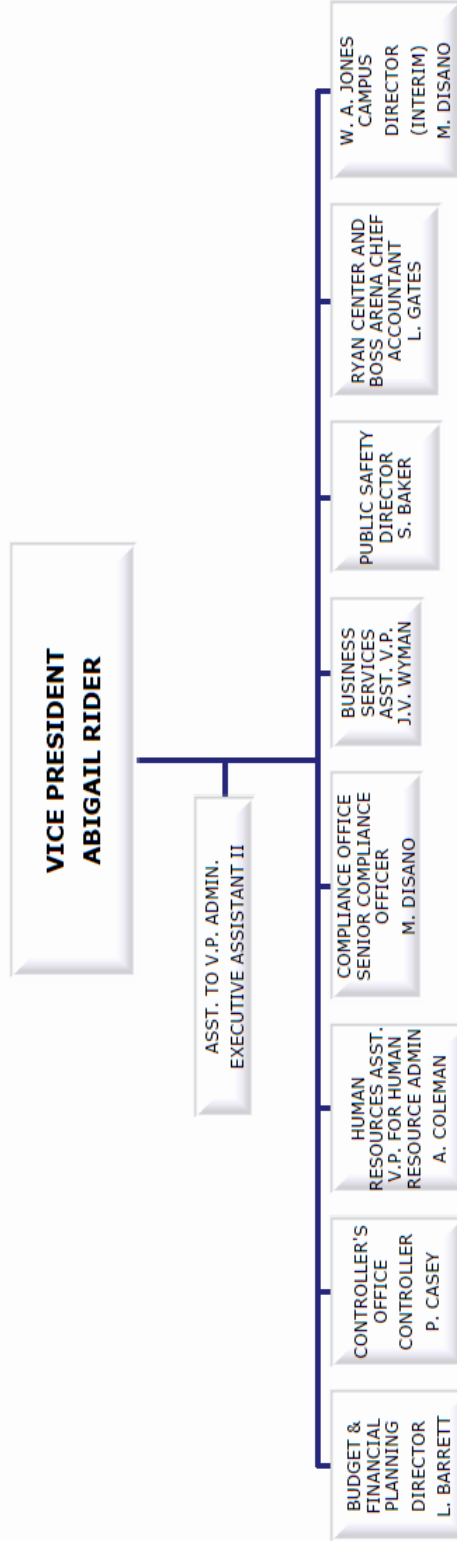
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ADMINISTRATION & FINANCE

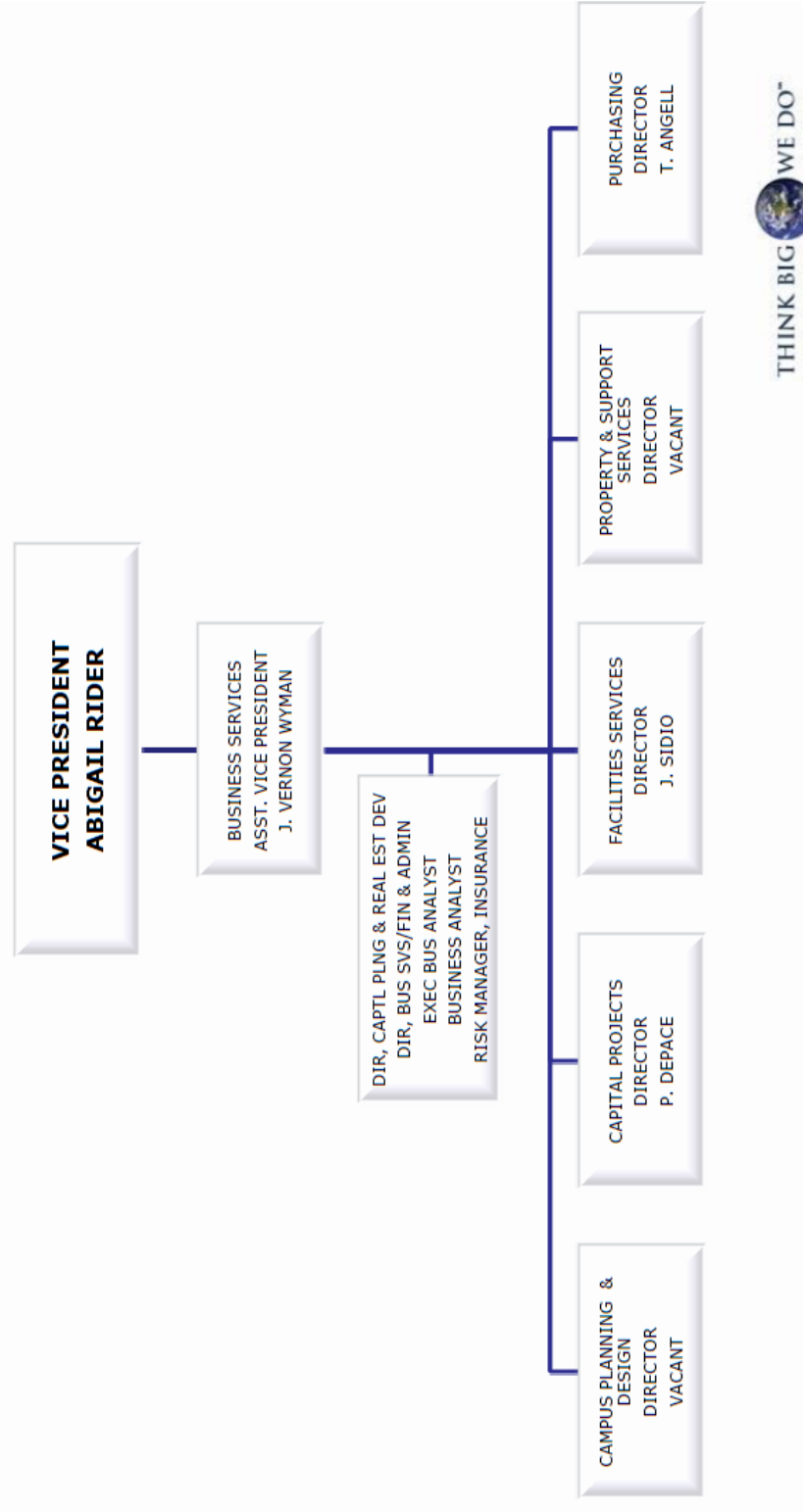


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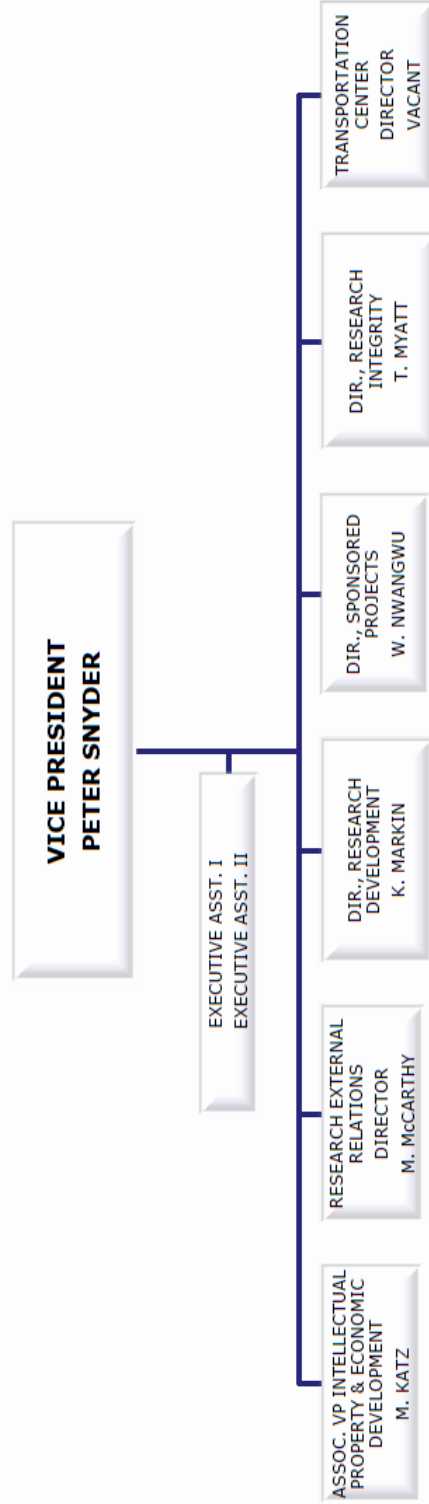
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ADMINISTRATION & FINANCE (continued)



RESEARCH & ECONOMIC DEVELOPMENT



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SECTION C

C. PLAN ADMINISTRATION

C. PLAN ADMINISTRATION

C. 1. COUNCIL ON POSTSECONDARY EDUCATION SEXUAL HARASSMENT AND SEXUAL VIOLENCE POLICY (See policy in Appendix)

It is the policy of the Council on Postsecondary Education (“CPE”), its constituent institutions of higher education (specifically, **the University of Rhode Island**, Rhode Island College, the Community College of Rhode Island) and the Office of Postsecondary Commissioner (collectively referred to as the “Covered Entities”) to prohibit all forms of unlawful sexual harassment and sexual violence, as those terms are defined herein.

- (1) Defines the types of conduct that will be considered to be prohibited sexual harassment, sexual assault and sexual violence at the Covered Entities;
- (2) Provides examples of such prohibited conduct;
- (3) Sets forth the mandatory and discretionary reporting obligations and procedures pertaining to such conduct that is witnessed, experienced or learned about by, or reported to, employees of the Covered Entities.
- (4) Provides a list of contacts, and internal and external resources available to individuals who experience or witness acts of sexual harassment, sexual assault and sexual violence or who have questions relating to those subjects.

Sexual harassment, as defined herein, is prohibited in employment by Title VII of the 1964 Civil Rights Act and the Rhode Island Fair Employment Practices Act, and in education programs, activities and benefits by Title IX of the Educational Amendments of 1972 and Title VI of the 1964 Civil Rights Act.

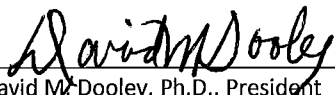
Sexual violence (as defined herein) is prohibited in both the employment context, as well as in the educational programs, activities and benefits context, under Title IX of the Educational Amendments of 1972 (“Title IX”) and the Violence Against Woman Reauthorization Act of 2013 (“VAWA”).

All faculty, staff, and students at all Covered Entities must comply with this policy in an effort to foster an inclusive and safe academic and work environment. This policy applies to the perpetration of sexual harassment, sexual assault or sexual violence by one member of the Covered Entity’s community (faculty, staff, student, or volunteer) against another. Depending on the context, the policy may also apply where one of the involved or affected parties is a visitor or a contractor performing work on behalf of the Covered Entity. The policy applies to all such behavior occurring on campus, and to behavior occurring off campus when the behavior arises in the context of a Covered Entity event or otherwise has a significant relation to, or could have a significant impact on, the Covered Entity’s living, learning or employment environments.

C. 2. STATEMENT OF POLICY ON EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Pursuant to the philosophy of the Board of Education, Council on Postsecondary Education, the University of Rhode Island prohibits discrimination, including harassment and retaliation, on the basis of race, color, creed, national or ethnic origin, gender, gender identification or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status or status as a special disabled veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. In the recruitment, admission or treatment of students, the recruitment, hiring or treatment of faculty and staff, and in the operation of its activities and programs, (except in those special circumstances permitted or mandated by law) and cases that may arise under applicable federal and state law and regulations including but not limited to Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the 1972 Educational Amendments to the Higher Education Act; the Age Discrimination in Employment Act of 1967; Sections 503 of the Rehabilitation Act of 1973, as amended and 504 of the Rehabilitation Act of 1973, as amended; Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended; the Equal Pay Act of 1963, as amended; the Americans with Disabilities Act of 1990; ADA Amendment Act of 2008; the Genetic Information Nondiscrimination Act, Executive Order 11246, as amended; Executive Order 91-39; Executive Order 92-2; and Rhode Island General Law 28-5.1 as amended, and all other laws which pertain to access and equity.

The University of Rhode Island is committed to the principles of Affirmative Action and the attainment of Equal Employment and Equal Educational opportunities for all qualified individuals. The Director of Affirmative Action, Equal Opportunity and Diversity has been designated by the President as the person who shall have overall responsibility for the implementation and maintenance of such programs. For further information, please contact the Affirmative Action Office at (401) 874-2442.


_____, Ph.D.
David M. Dooley, Ph.D., President
University of Rhode Island

Date: 1/24/19

Posting Vacancies

The University of Rhode Island normally posts all vacancies, including transfers, to promote equal employment opportunity and affirmative action in all job classifications. Access to an applicant on-line tracking system is available 24 hours a day, up until midnight of the posting's closing date. This allows the greatest numbers of applicants to apply within that given time. Posting advertisements vary; some are advertised at local, regional, and national levels. Some national advertisements include, but are not limited to, The Chronicle of Higher Education, HigherEd.com, Inside Higher Ed, and IMDIVERSITY.com. The University is committed to non-discriminatory actions regarding recruitment, hiring, and promotion of persons in all job classifications. The University prohibits discrimination with regard to race, color, creed, national or ethnic origin, gender, gender identifications or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status or status as a special disabled veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war campaign or expedition for which a campaign badge has been authorized.

Equal Employment Opportunities

The University of Rhode Island is an equal opportunity employer committed to the principles of affirmative action. The university does not discriminate against employees or applicants for employment on the basis of race, color, creed, national or ethnic origin, gender, gender identification or expression, religion, disability, age sexual orientation, genetic information, marital status, citizenship status or status as a special disabled veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war campaign or expedition for which a campaign badge has been authorized and others in accordance with applicable state and federal laws. The commitment to the principles of equal employment opportunity include, but are not limited to, appointments, promotions, demotions, work assignments, tenure, transfers, layoffs, and recall benefits, and other forms of compensation, disciplinary actions, and selection for training.

Designated Americans with Disabilities Act/504 Coordinator

Roxanne Gomes, the Director of Affirmative Action, Equal Opportunity and Diversity, is the person designated as the American with Disabilities Act/504 Coordinator.

C. 3. APPOINTMENT OF EQUAL OPPORTUNITY ADVISORY COMMITTEE

URI Equity Council

The following is a list of the University of Rhode Island's Equity Council members for the 2017-2018 academic year.

<u>Member Name</u>	<u>Title</u>	<u>Race/Sex</u>
Baker, Stephen	Director, Public Safety	White/Male
Bolotow, Tamara	CEPS Diversity Committee	White/Female
Boudreaux-Bartels, Faye	Co-chair Equity Council; President's Commission on the Status of Women	White/Female
Buck, Ryan	President, URI Student Senate, 2017-2018	White/Male
Charpentier, Margaret	Pharmacy Diversity Committee	White/Female
Cloud, Mary	Nursing Diversity Committee	White/Female
Cooper, Elizabeth	Chair, College of Business Administration Diversity Committee	White/Female

Couch, Sarah	Communications/Marketing, Alumni Foundation Diversity Committee	White/Female
Derbyshire, Lynne	Associate Professor, Communications	White/Female
Donohue, Michael	Division of Administration and Finance Diversity Committee, University Police Lieutenant	White/Male
Earle, Erin	Past Co-Chair, President's LGBTQ Commission; Assoc. Director Admission / CVE & WC	White/Female
Fontes-Barros, Michelle	CELS Diversity Committee	Black/Female
Gallien, George	Director, Multi Cultural Student Services Center	Black/Male
Goldsmith, Diane	Co-Chair, President's LGBTQ Commission	White/Female
Gomes, Roxanne	Director AAEOD, Title IX Coordinator	Black/Female
Guzman, Fernando	CED Office, Diverse Fac/Staff Recruiting	Hispanic/Male
Holder, Gerard	Asst. Director, AAEOD	Black/Male
Kern, Diane	Associate Professor, Diversity/Equity in Education	White/Female
Kern, Victoria	Graduate Student, Gender and Sexuality Center	White/Female
Kosar, Annie M.	Gender and Sexuality Center	White/Female
Kusz, Kyle	HSS Diversity Committee	White/Male
Maack, Coral	Undergraduate Admissions	
McCarthy, Melissa	Chair, Division of Research and Economic Development Diversity Committee	White/Female
Morokoff, Patricia	Professor, Psychology	White/Female
Olson, Amy	Chaplains Association & Exec. Dir Hillel	White/Female
Pegg, Carol	Student Affairs Diversity Task Force, Co-Chair	American Indian/Female
Rohland, Pamela	Chair, President's Commission on People with Disabilities	White/Female
Rosenthal, Penny	Director, Women's Center	White/Female
Russell, Annie	Co-chair Equity Council, Director Gender and Sexuality Center	White/Female
Samuels, Robert	Director, Counseling Center	Black/Male
Shear, Edward	Assnt. Director, Talent Development	White/Male
Smith, Earl	Co-Chair, President's Commission on the Status of Students, Staff and Faculty of Color	Black/Male
Sparks, Jacqueline	Chair, College of HSS Diversity Committee	White/Female
Suggs, Debbie	Student Veterans Committee	White/Female
Vincent, Robert	Co-Chair, Student Affairs Diversity Task Force	White/Male
Williams, Gerald	Director, Talent Development	American Indian/Males
Other Attendees during meetings:		
Amos, Racine	Women's Center	Black/Female
Collins, Kathy	Vice President for Student Affairs	White/Female
DeHayes, Donald	Provost and Vice President for Academic Affairs	White/Male
Dooley, David	URI President	White/Male
Givens, Edward	Talent Development	American Indian//Male
Leuzarder, Karol	Women's Center	White/Female
Ravello, Joanna	Director of Organization and Development CED Office	Black/Female

The University Manual states the following:

5.36.10 The University's Equity Council is a university-wide advisory and advocacy group for issues of diversity and equity for the entire university community. Its purpose is to provide a forum for university individuals, groups, committees, commissions and offices that are active in university diversity and equity issues and to make recommendations to the President and the Chief Diversity Officer.

5.36.11 The President shall appoint in consultation with the Chief Diversity Officer, the members from a list of nominees recommended by the council representing diversity commissions, college and divisional committees, the Student Senate Cultural Affairs Committee, directors of the diversity centers, graduate student, and faculty, staff and administrators interested in issues of community, equity and diversity.

5.36.12 Members serve for a three-year term and shall be appointed on a staggered basis.

5.36.13 The Chair shall be appointed from the membership by the President in consultation with the Chief Diversity Officer. The term of the Chair shall be for two years.

5.36.14 The Council shall meet at least once each month during the academic year. The Chair shall be responsible for preparing the agenda and calling the meetings, with notification to members of at least one week in advance.

5.36.15 Meetings of the Council are open to all community members who have an interest in matters of equity and diversity.

5.36.16 The Council shall meet with the Chief Diversity Officer regularly to discuss progress on recommendations and emerging issues.

Equity Council – Year End Report – 2017-2018

- I. The Equity Council met approximately monthly on the following dates and locations.

<u>Date</u>	<u>Time</u>	<u>Location</u>
September 28, 2017	2-3:30pm	Gender and Sexuality Center Conference room
November 10, 2017	10-11:30am	MSSC Hardge Forum
November 28, 2017	9:30-11:00am	Memorial Union Student Senate Room 300
December 11, 2017	2-3:30pm	Memorial Union Student Senate Room 300
February 20, 2018	1-2:15pm	Memorial Union Student Senate Room 300
March 7, 2018	11am – 12:15pm	Memorial Union Student Senate Room 300
March 23, 2018	3-4:15pm	Memorial Union Student Senate Room 300
April 10, 2018	11am – 12:15pm	Memorial Union Student Senate Room 300
April 23, 2018	11am – 12:15pm	Memorial Union Student Senate Room 300

Activities and Accomplishments:

- a) The Equity Council reviewed the 16 Goals it had formulated in 2016-2017 and voted to prioritize the following 6 goals for 2017-2018:
- Goal 6 - Address bullying, workplace hostility, public health and well-being, accessibility, privacy, etc.
 - Goal 4 - Increase support for student veterans, including disabled veterans
 - Goal 2 - Include diversity fundraising goals in 125th URI Anniversary Campaign
 - Goal 3 - Increase access and inclusion
 - Goal 5 - Regularly administer campus climate survey regarding Equity and Diversity
 - Goal 10 - Pro-active measures to reduce sexual assault, harassment, and stalking on campus.
- b) The Equity Council established a procedure for addressing letters of concern sent directly to or copied to the Equity Council. Recent letters focused on concerns related to loss of several CED staff in December 2017, the Equity Council sent letter to President Dooley with the following 3 requests:
- Transparent and inclusive review of Chief Diversity Officer conducted in format similar to the Faculty Senate's Administrator Evaluation process,
 - Campus Climate Survey to be administered and the results reported to the URI community within 12-16 months,
 - Transparent comprehensive program review of the CED Office be conducted by an external review agency.
- c) The Equity Council provided feedback and representation for an ad hoc group drafting a proposal for Graffiti Management Protocol.
- d) The Equity Council met with President Dooley on April 10, 2018 to discuss the following prioritized topics:
1. Increase Access and Inclusion
 - Universal design in URI courses and on-line environments
 - Safety/Evacuation and Parking/Transportation for people with disabilities
 2. Include diversity fundraising goals in Capital Campaigns
 - Financial aid that includes funds to cover program and lab fees for low income or first generation students.
 3. Transparent, external comprehensive program review of CED Office, campus climate survey, process for evaluating/reviewing Chief Diversity Officer position
 4. Increase support for student veterans, including disabled veterans
 5. Address bullying, workplace hostility, public health & well-being, and accessibility.
 - Create URI Civility Code; could be aspirational like URI Cornerstones for students.
 6. URI Policy on DACA (Deferred Action for Childhood Arrivals) students
 7. Access issues for trans and non-gender conforming students in gym bathrooms and showers.

- e) Equity Council requested that Chief Diversity Officer appoint a tenure-track faculty member on search committee for Assistant Director of Multicultural Student Services Center. Equity Council nominated Dr. Chris Hunter to serve on search committee.
- f) Equity Council nominated Melvin Wade for Lifetime Achievement in the URI 2018 Diversity and Inclusive Excellence Awards Event.
- g) Equity Council provided representation on Award Selection and Planning Committee for 2018 URI Diversity and Inclusive Excellence Awards Banquet.

C. 4. DIVISION HEADS, SUPERVISORS, AND HUMAN RESOURCES LIAISON

Responsibilities

The University of Rhode Island consists of the Office of the President, the Office of Community, Equity, and Diversity in the President's Division and is further organized into four divisions: Academic Affairs, Administration and Finance, Research and Economic Development, and Student Affairs. The Vice President and Provost of the Division of Academic Affairs and the other Vice Presidents head the remaining three divisions. The Provost and Vice Presidents serve as members of the President's leadership team, provide leadership, strategic direction, policy development and administrative oversight of their/the divisions. Deans, Department Chairpersons and Directors are responsible for employees and reviewing the employment actions of individual departments to ensure that all procedures are in compliance with the University Affirmative Action Policy.

The Associate Vice President for Community, Equity and Diversity is a member of the President's executive team and is charged with influencing effective policy formation and collaborating with the Equity Council and various Presidential Commissions and divisional, college and departmental diversity committees, ensuring the accomplishment of strategic diversity goals integral to the overall success of the University.

The final responsibility, authority, and accountability reside with the President of the university. The Director and the Assistant Director of the Affirmative Action Office advise the President, Provost, Vice Presidents, Associate Vice President for Community, Equity and Diversity, Deans, Department Chairpersons, and Directors on equal opportunity/affirmative action policies and their obligations under federal and state laws.

The Human Resource Administration (HRA) provides leadership to the campus in all human resource related issues. The Human Resource Administration's website is designed to provide faculty, staff and visitors with information concerning available positions, benefits, employee wellness, human resource policies and procedures, and collective bargaining agreements.

The HRA mission is to provide easily accessible customer service and quick responses/resolutions to questions regarding recruitment, benefits, compensation, labor relations and employee records.

C. 5. DIVERSITY LIASON

Naomi Thompson, Chief Diversity Officer, and Associate Vice President of Community, Equity and Diversity. First Diversity Liaison. Advises and informs the President on all issues related to diversity, equity, and the development and sustenance of a vibrant and diverse community of students, staff, and faculty throughout the University. Interfaces regularly with all vice presidents and all divisions to ensure that active and viable diversity and community initiatives are being developed and implemented in all divisions. Oversees the development, measurement, and reporting of campus-wide progress related to diversity, campus climate, and community, and provides direct leadership and support for student centers that support under-represented populations within the University community. Working as part of the senior leadership team, leads the effort to integrate diversity, equity, and community into the University's core mission, vision, and strategies. Serves as a member of the President's Team.

Roxanne Gomes, Director of Affirmative Action, Equal Opportunity and Diversity. Second Diversity Liaison. Consults regularly with the First Diversity Liaison on various issues regarding equity and diversity. Coordinates the URI community search procedures training sessions. During the pre-posting process for non-classified staff and faculty positions, reviews the language in the job postings, the required qualifications, the search committee composition, application period, advertisement and recruitment sources and, if necessary, sends recommendations for modifications to the search chair and Human Resources. Upon application deadline; receives the request for interviews along with the applicant master rubrics; reviews the EEO summary report and recommends inclusion of qualified candidates who have self-identified as underrepresented, covered veteran status and disabled for interviews. During the "recommended for hire" stage, suggests diverse candidates for the hire when among one of the finalists.

The Second Diversity Liaison also serves as the Title IX Coordinator, and as an educator and spokesperson on the campus and in the community regarding issues of affirmative action, equal opportunity and diversity. Other responsibilities include maintaining record keeping procedures, assisting with compliance reviews, and preparing the state AA/EEO reports and plans. Provides training on compliance with Title IX, monitors complaints and provides training and counseling on matters related to equity and affirmative action. Serves on the President's Commissions and various other university committees.

C. 6. DESIGNATED AMERICANS WITH DISABILITIES ACT/504 COORDINATOR

Procedures

Americans with Disabilities 504/Complaint Procedures are administered under the Council on Postsecondary Education (CPE) Complaint Procedures for Discrimination, Sexual Harassment and Sexual Violence. (See CPE Procedures in Appendix)

Requests for work accommodation are made in writing to the Director of Personnel Services in Human Resource Administration who consults with appropriate officials to consider the request. Once an accommodation is made for an employee, its effectiveness is periodically monitored by both the employee and the Office of Human Resource Administration. If, at some point, the accommodation ceases to be effective in enabling the person to perform the job, or is no longer deemed to be necessary (upon medical documentation), alternative accommodation is sought if appropriate.

An employee may voluntarily declare his or her disability status by providing documentation from the Veterans' Administration or other appropriate medical certification. The Office of Human Resource Administration enters this information in the employee's personnel file using a Personnel Action Form.

Duties/Responsibilities of 504 Coordinator

Roxanne M. Gomes, Director of Affirmative Action, Equal Opportunity and Diversity is the Americans with Disabilities Coordinator. The Director of Personnel Services is responsible for employee approval and monitoring qualified disability status requests for accommodations, and determining reasonable action upon consultation with the 504 Coordinator, Director of Affirmative Action, Equal Opportunity and Diversity and, when necessary, the appropriate vice president/provost and/or department head.

The University of Rhode Island provides reasonable accommodation in a timely and cost-effect manner for qualified employees with disabilities upon certification of need. Reasonable accommodation is an adaptation of the workplace, the equipment, or the job itself which enables an employee with disabilities to do a particular job for which she or he is qualified in training and abilities. Such accommodations may include making facilities accessible, adjusting work schedules and assignments, providing assistive devices or equipment, readers or interpreters. Reasonable accommodations are made to qualified employees with disabilities unless it presents an undue hardship on the University, pursuant to Section 503 and 504 of the Rehabilitation Act of 1973 as amended, the Americans with Disabilities Act of 1990; ADA Amendment Act of 2008.

C. 7. DISSEMINATION OF PLAN AND POLICY

Internal Dissemination

The University policy is consistent with the Council on Postsecondary Education (CPE) policy and URI disseminates the policy internally as follows:

- 1) The University's policy on non-discrimination is published in the Human Resource Administration website and in the official URI student handbook.
- 2) University Stationery includes the statement "The University of Rhode Island is an equal opportunity employer committed to community, equity, and diversity and to the principles of affirmative action." In addition, a statement of non-discrimination is in all areas and has been placed in University publications issued by the Publications Office since 1975. The length of the statement depends upon the size of the publication.
- 3) Publications such as multi-page departmental brochures, URI catalogs, booklets, smaller brochures, leaflets, and flyers produced for individual departments and programs as well as all official departmental letterheads produced through the University Printing Services contain the following statement:

"URI is an equal opportunity employer committed to the principles of affirmative action."

"The University of Rhode Island is committed to the principles of affirmative action and the attainment of equal employment and equal educational opportunities for all qualified individuals." For further information, please contact the Affirmative Action Office at 401-874-2442.

- 4) HRA website and other publications contain the statement below:

"The University of Rhode Island is an Affirmative Action/Equal Opportunity Employer. Women, persons of color, protected veterans, individuals with disabilities, and other protected group members are encouraged to apply."

- 5) A copy of the Affirmative Action Plan is sent to approximately 46 university personnel, union offices and is available upon request. The Affirmative Action Plan is also available in the University's libraries and on the URI Affirmative Action website.
- 6) The University includes non-discrimination clauses in all union agreements and reviews all contractual provisions to insure they are non-discriminatory.
- 7) The University periodically publishes articles covering equal employment opportunity programs, progress reports, promotions, etc., of minority, female and disabled employees.
- 8) The University posts the policy and equal employment opportunity poster on appropriate bulletin boards.
- 9) When employees are pictured in university advertising, employee handbooks, or other university publications, efforts are made to have men and women, minority and non-minority, and disabled employees included.
- 10) The University Affirmative Action Plan 2018-2019 will be posted on the Affirmative Action's website to communicate the existence of the Affirmative Action Program to employees and make available such elements of its program and will enable such employees to know of and avail themselves of its benefits.

Recommendations for Improvements

- Provide workforce civil rights training
- Continue to provide search procedure training on conducting an equitable search
- Continue to work with the Human Resources Administration to improve search procedure guidelines and job postings.
- Provide new employees with information and links to CPE and University policies and procedures prohibiting discrimination, harassment, and sexual assault.
- Collaborate with Assistant Director of Veteran's Affairs and Military Programs and student veterans regarding job opportunity sessions.

External Dissemination

The University disseminates its policy externally as follows:

- 1) The policy is stated, in abbreviated form, on all State of Rhode Island Application for employment (CS-14) forms.
- 2) The University informs all recruiting sources of its policy, stipulating that these sources actively recruit and refer minorities, women, veterans and the disabled for all positions listed.
- 3) Employers recruiting through the University of Rhode Island Office of Career Services must comply with Federal and State laws regarding equal employment.
- 4) The University incorporates the equal opportunity clause in all purchase orders, leases, contracts, etc., covered by Executive Order 11246, as amended, and its implementing regulations.
- 5) University policies require all vendors/ subcontractors with invoices of ten thousand dollars or more, to comply with all non-discrimination clauses relative to equal employment opportunity. The University of Rhode Island further notifies said Vendor/Subcontractors that, as an entity supplying

goods and/or services to the university, its organization may be subject to, and required to take action pursuant to, the following laws and accompanying regulations:

- a. Executive Order 11246 (and its implementing regulations at 41 C.F.R. part 60);
 - b. The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-300); and
 - c. Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 41 C.F.R 60-741); and,
 - d. Executive Order 13496 (and its implementing regulations at 29 C.F.R. part 471, Appendix A to subpart A).
- 6) The University of Rhode Island is an Affirmative Action/Equal Opportunity Employer. Women, persons of color, protected veterans, individuals with disabilities, and other protected group members are encouraged to apply.
 - 7) The University notifies Minority and Women's Business Enterprise organizations, community agencies, community leaders, and veterans of its policy electronically.
 - 8) When employees are pictured in any university or help wanted advertising, efforts are made to have men and women, minority and non-minority, and disabled employees shown.


Recommendations for Improvements

- Update and maintain list of underrepresented agencies, organizations and veteran associations URI employment opportunities are sent to weekly.
- Continue to disseminate the URI Affirmative Action Plan and workforce data to the community.
- Continue to audit files of vendor/subcontractors notification of equal employment opportunities/affirmative action obligations.

C. 8. POLICY STATEMENTS

POLICY ON COMPLAINTS OF ALLEGED DISCRIMINATION

The University of Rhode Island fully endorses and cooperates with the State Equal Opportunity Office's grievance procedure which provides for prompt and fair resolution of complaints alleging discrimination in any area of employment on the basis of race, color, sex, religion, age, national origin, sexual orientation, gender identity or expression or disability. (A copy of the Complaint Procedure should be posted along with this statement.) You may contact the State Equal Opportunity Office for further information at 222-3090.

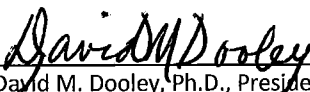
 , Ph.D.
David M. Dooley, Ph.D., President
University of Rhode Island

Date: 1/24/19

POLICY ON SERVICE DELIVERY

The University of Rhode Island is committed to providing fair, courteous, and equitable service to the public. The university will make every effort to provide interpretive services to the non-English speaking public. As per Rhode Island General Law 28-5.1 of the State of Rhode Island, all Divisions of the University of Rhode Island shall render services to all persons without discrimination based on race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, or disability. Each Division is further responsible for making sure that discrimination does not exist in any programs and activities it assists. This includes grants, contracts, and all areas where the State dollar is spent.

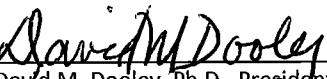
If any person feels that he/she has been discriminated against, he/she may contact the Office of Personnel Administration/State Equal Opportunity Office, One Capitol Hill, Providence, Rhode Island 02908-5865. The telephone number is 222-3090.

 , Ph.D.
David M. Dooley, Ph.D., President
University of Rhode Island

Date: 1/24/19

POLICY ON CONTRACTS

In accordance with Rhode Island General Law 28-5.1, the University of Rhode Island shall require that all contractors and suppliers of goods and services sign contracts containing an Equal Opportunity Clause. The clause shall state that the parties agree to adhere to the provisions of all applicable laws, rules and regulations, both State and Federal, including, but not limited to Rhode Island General Law 28-5.1, Title VII of the Civil Rights Act of 1964, Rehabilitation Act of 1973 and Executive Orders 11246 and 11375. Every effort will be made to solicit bids from Minority Business Enterprises and Women's Business Enterprises. This policy is and will continue to be posted in conspicuous areas.

 , Ph.D.
David M. Dooley, Ph.D., President
University of Rhode Island

Date: 1/24/19

POLICY STATEMENT FOR INDIVIDUALS WITH DISABILITIES AND VETERANS

The University of Rhode Island is fully committed to meet the specialized affirmative action requirements to employ and advance individuals with disabilities and veterans in accordance with the Americans with Disabilities Act of 1990, RI General Law 28-5.1, Executive Order 92-2 and the Vietnam Era Veterans Readjustment Act of 1974.

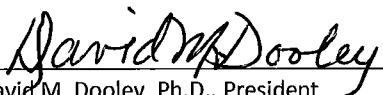
It is the policy and practice of the University of Rhode Island to provide equal opportunity for every employee. The Department encourages qualified individuals with disabilities, disabled veterans and qualified veterans to participate fully in all employment opportunities. This policy applies to all decisions about recruitment, hiring, compensation, benefits, transfers, promotions, layoffs and other conditions of employment.

Accordingly, all employment decisions shall be consistent with the principles of equal employment opportunity.

The Department will communicate to all employees and applicants its obligation to take affirmative action to employ qualified individuals with disabilities, and covered veterans, in such a way as to ensure understanding and acceptance.

The Department will contact recruiting sources such as Vocational Rehabilitation Services, the Department of Human Services and appropriate educational or training institutions to assist in recruiting qualified individuals with disabilities and covered veterans.

Roxanne Gomes of the Office of Affirmative Action, Equal Opportunity and Diversity is designated as the 504 Coordinator for the University of Rhode Island. This entails coordination of all divisions in the implementation of all Federal rules and regulations affecting the university in terms of compliance with the mandates of Section 504 of Title V of the Rehabilitation Act of 1973.

 , Ph.D.
David M. Dooley, Ph.D., President
University of Rhode Island

Date: 1/24/19

**COMPLIANCE WITH GUIDELINES ON DISCRIMINATION
BECAUSE OF RELIGION OR NATIONAL ORIGIN**

The University of Rhode Island will fully comply with all laws and executive orders. The University of Rhode Island will strive to fulfill requests for religious accommodation through voluntary substitutions, flexible work schedules, changes in job assignments, or transfers. The University of Rhode Island offers employees four "personal days" of paid leave per year that may be used for accommodating religious holidays or obligations.

The Department does not discriminate against any qualified person in any facet of hiring or employment because of their religion or national origin.


David M. Dooley, Ph.D.
David M. Dooley, Ph.D., President
University of Rhode Island

Date: 1/24/19

COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES

In our efforts to comply with federal law, state law, and executive orders on discrimination based on sex, the University of Rhode Island will comply with the following procedures and practices:

1. Candidates from both sexes will be recruited for all jobs.
2. Advertisements will not express a preference for applicants of a particular sex when placed for recruitment of personnel.
3. Written personnel policies indicate that there will be no discrimination on the basis of sex.
4. No distinction based on sex will be made in employment opportunities, wages, and hours of work, employee benefits, or any other condition of employment.
5. Mandatory or optional ages for retirement will be equal for both males and females.
6. Appropriate physical facilities will be provided for both sexes. Lack of facilities will not be used to reject applicants of either sex.
7. Pregnancy leaves of absence for female employees are granted on an individual basis, depending on an individual's physical condition, under the university's leave of absence policy. Parental leave is afforded to all employees for the purpose of child raising in accordance with Personnel Rule 5.0661 (d) and State and Federal FMLA provisions.
8. Where seniority lists or lines of progression are used they shall not be based on an employee's sex.
9. Salaries and wage schedules will not be based on an employee's sex.
10. As openings occur, the university will take affirmative action to recruit and place women in those jobs in which we have determined that females are under-represented.
11. Women will have equal opportunity to participate in training programs sponsored by the university to the extent that they are under-represented. Special efforts will be made to include women in any management training programs that are offered.
12. The university recognizes its obligation to provide a work atmosphere free of harassment and intimidation. Any forms of sexual harassment, such as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature, will not be tolerated. Violations of this policy will be handled appropriately as part of the university's disciplinary procedures and its posted policy letter in support of the federal guidelines on sexual harassment.

 _____, Ph.D.
David M. Dooley, Ph.D., President
University of Rhode Island

Date: 1/24/19

SECTION D

D. PROGRAM STATISTICS

- 1. EEO/Civil Rights Complaint Profile**
- 2. Training Participation Summary**
- 3. Disciplinary Action**
- 4. Applicant Data**
- 5. Applicant Flow Data**
- 6. Applicant Refusal of Positions Offered**
- 7. Affirmative Action Statistical Summary**
- 8. Job Group Analysis Summary**
- 9. Job Group Analysis**
- 10. Determining Underrepresentation & Goal Setting**

EEO/Civil Rights Complaint Profile

AGENCY:	University of Rhode Island		DATE:	07/01/17 - 6/30/18	
EQUAL EMPLOYMENT OPPORTUNITY/CIVIL RIGHTS COMPLAINT PROFILE					
COMPLAINT			STATUS		
Date Filed	Type (Internal or External)	Basis (Race, Sex, etc.)	Pending	Under Investigation	Resolved
8/2/2017	Internal	sexual harrasment			no violation
8/17/2017	Internal	discrimination			no violation
10/1/2017	Internal	gender, sexual harrasment			no violation
12/19/2017	Internal	gender, sexual harrasment			violation of policy
12/20/17	Internal	disability, access/accomodation			withdrew complaint
2/6/2018	Internal	gender, harassment /intimidation			forwarded to HR not covered by AA
3/5/2018	internal	harassment / intimidation, hiring			no violation
3/15/2018	internal	race discrimination			no violation
4/13/2018	internal	age discrimination			no violation
6/15/2018	internal	age/gender discrimination			no violation

Training Participation Summary

Training Participation Summary																			
AGENCY:		University of Rhode Island					DATE:					07/01/17 - 6/30/18							
		Male						Female											
EEO Job Categories	Total Trainees	Number Disabled	Number Veterans	Number Minority	Number Female	White	%	Black	%	Hispanic	%	Asian/ Pacific Islander	%	American Indian Alaskan	%	Asian/ Pacific Islander	%	American Indian Alaskan	%
Officials/ Managers Administrators	12	0	0	2	8	4	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Professionals	138	0	1	23	90	37	27%	7	5%	1	1%	3	2%	0	0%	5	4%	3	3%
Faculty	56	1	2	8	28	23	41%	1	2%	2	4%	2	4%	0	0%	0	0%	0	0%
Technicians	9	0	0	0	9	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Protective Services	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Para-Professionals	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	24	0	0	1	24	0	0%	0	0%	0	0%	0	0%	0	0%	23	96%	0	4%
Skilled Craft	0	0	0	0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Service Maintenance	7	0	0	0	4	3	43%	0	0%	0	0%	0	0%	0	0%	4	57%	0	0%
Totals	246	1	3	34	163	67	27%	8	3%	3	1%	5	2%	0	0%	145	59%	5	0%
Total Percent:																			
Minority: 14%																			
Female: 66%																			
Disabled: 0%																			
Veterans: 1%																			

AGENCY:	University of Rhode Island 06/30/2018						DATE:	7/1/17 - 6/30/18						
DISCIPLINARY ACTION														
DISCIPLINARY ACTION TAKEN	White		Black		Hispanic		Asian/Pacific Islander		American Indian Alaskan Native		Disabled		Veterans	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Suspension (Indefinitely)														
Suspension (Specified Time)	1 (2 day)			1 (30 day)										
Loss of Pay														
Written Reprimand	5	3			1						1			
Duty On Off Days														
Oral Reprimand	17	9			1		1							
Termination														
Other (Explain)														
TOTAL	23	12	0	1	2	0	1	0	0	0	1	0	0	0
The disproportionate treatment of any class should be a warning to an administrator that counseling of supervisors is necessary.														
Oral reprimands, if noted in supervisors' ratings or written reprimands, should be included in the graph.														

Applicant Data

The following Applicant Data forms contain applicant information for July 1, 2017 through June 30, 2018.

AGENCY: University of Rhode Island
DATE: 07/01/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Assoc Dean, CELS/Research	106455	A		1		1	0	0	1	0	0		5F			18
Dean of Students	108946	A		1		1	18	6	12	0	0		5M			18
Controller	106828	A		1		1	18	2	8	0	0		5F			18
Assoc Dean, Coll of Ed&ProfSt	107344	A		1		1	18	0	1	0	0			5F		17
				</												

AGENCY: University of Rhode Island
DATE: 07/01/17 - 06/30/18

EEO Category	Race/Ethnic Code	Gender Code	Disabled Code	Veteran Code
A - Officials/Managers/Administrators	1 - Black	F - Female	D - Disabled	V - Veteran
B - Professionals	2 - Hispanic	M - Male		
C - Technicians	3 - American Indian/ Alaskan Native			
CF - Faculty	4 - Asian American/ Pacific Islander			
D - Protective Services	5 - White			
	E - Paraprofessionals			
	F - Administrative Support			
	G - Skilled Craft			
	H - Service Maintenance			

AGENCY: University of Rhode Island
DATE: 07/01/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Dean, Coll Ed & Prof Studies	108846	A		1		1	14	4	6	0	0	1M				22
Dean, Arts & Sciences	108107	A		1		1	27	4	6	0	0	5F				22
Assoc Dean of Stu/Commun Sta	108358	A		1		1	28	12	19	2	5	5F				15
Assoc Dean, Nursing	108401	A		1		1	0	0	5	0	0	5F				17
Assnt Vp, Stu Affrs & Dir, HRL	109033	A		1		1	27	12	17	3	0	5M				18
Chief Information Officer	107022	A		1		1	38	5	5	0	3	5M				22
Asst Pres, Research & Econ De	107041	A		1		1	20	6	0	0	0	5M				99

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
	E- Paraprofessionals
	F- Administrative Support
	G - Skilled Craft
	H - Service Maintenance

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 07/01/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Research Associate II	108521	B	1			1			1				5F			9
Marine Research Specialist IV	106772	B	1			1			1				5F			11
Master	106714	B		1		1	1				1		5MV			20
Assoc Dir, HRL/BusnssOpern	107010	B		1		1			1				5F			14
Coord, Int Student Serv	107630	B	1			1		1	1				2F			10
Research Associate II	107429	B	1			1			1				5F			9
Assnt Dir, SLOAA	106806	B	1			1			1				5F			14
Marine Research Associate IV	109909	B	1			1	1						5M			14
Coord, Coastal Resource Ctr	108395	B	1			1			1				5F			9
Marine Research Specialist III	106953	B	1			1			1				5F			9
Asst. Dir, Testing Center	108787	B	1			1	5	1	18	0	0		5F			11
Assoc Dir, Ath/Health & Perf	107510	B		1		1		1					2M			14
Research Associate III	107884	B	1			1			1				5F			11
Coord, UC/Acad Enhancement	108178	B	1			1			1				5F			11
Asst Dir, Staffing & Developmnt	107099	B	1			1			1				5F			12
Mgr. Research Info Systems	108441	B	1			1		1					4M			14
Totals			13	3	0	16	7	4	29	0	1	0	0	0	0	

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 CF - Faculty
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 E- Paraprofessionals
 F- Administrative Support
 G - Skilled Craft
 H - Service Maintenance

Race/Ethnic Code
 1 - Black
 2 - Hispanic
 3 - American Indian/ Alaskan Native
 4 - Asian American/ Pacific Islander
 5 - White

Gender Code
 F - Female
 M - Male

Disabled Code
 D - Disabled

Veteran Code
 V - Veteran

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Coord, CPRC /Project (Research)	107419	B	1			1			1				5F
Asst Dir, OffStratgc Initiative	108676	B		1		1	1						5M
emHygHazardousWaste Office	106310	B	1			1			1				5F
Assnt Business Mgmt Officer	000308	B	1		1				1				5F
Marine Research Associate IV	108444	B	1			1			1				5F
brd, GlibGradPrgrmPACAP Res	106474	B	1			1			1				4F
Research Associate IV	107501	B	1			1			1				5F
Mate	108821	B		1		1		1					5M
Chief Engineer, RV Endeavor	107266	B		1		1		1					1M
Coord, UC/Orientation	108285	B	1			1		1					1M
gr, CELS/Comp & Info Technol	106907	B	1			1		1					4M
Res Assoc/Data Analyst III	106991	B	1			1			1				5F
Research Associate III	107703	B	1			1			1				5F
Research Associate IV	108372	B	1			1			1				5F
Assoc Athletic Therapist	108006	B	1			1	5	1	2				5M
Marine Research Specialist IV	107239	B	1			1			1				5F
Totals			13	3	1	15	6	5	12	0	0	0	0

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 V - Veteran

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Assoc Athletic Therapist	108775	B	1			1	3	1	2				5F			9
Assnt Dir, Outrch & Intrvntn	108529	B	1			1		1	1				1F			13
Lead Information Technologist	109812	B	1			1			1				5F			14
Senior Information Technolgst	109811	B	1			1		1	1				2F			12
Coord, Dining/Access Cntrl Sys	106886	B	1			1	1		2				5F			9
Master	106714	B		1		1	1				1		5MV			20
Mate	106714	B		1		1	1				1		5MV			4
Research Assistant II	106908	B	1			1			1				5F			3
Marine Research Associate II	109975	B	1			1	1						5M			10
Coord, CEPS PerfBaseAdmsPg	107992	B	1			1		1	1				1F			9
Marine Research Specialist V	107346	B	1			1			1				5F			13
Research Associate III	108907	B	1			1	1						5M			11
Assnt Mgr, Payroll	108812	B	1			1			1				5F			10
Asst Director, Faculty Develop	108127	B	1			1	1						5M			14
Assnt Dir, Online Education	108486	B	1			1			1				5F			14
Totals			13	2	0	15	9	4	12	0	2	0	0	0	0	

EEO Category
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 CF - Faculty
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 E - Paraprofessionals
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Race/Ethnic Code
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Gender Code
 F - Female
 M - Male

Disabled Code
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Veteran Code
 V - Veteran

DATE: 07/01/17 -06/30/18

<u>EEO Category</u>	<u>Race/Ethnic Code</u>
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
E- Paraprofessionals	
F- Administrative Support	
G - Skilled Craft	
H - Service Maintenance	

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Mate	106714	B		1		1	1				1				5MV	4
Senior Information Technologist	107575	B	1			1	1								5M	12
Chief Engineer, RV Endeavor	107266	B		1		1	1								5M	19
Research Associate II	107417	B	1			1	1								5M	9
Academic Advisor	108991	B	1			1			1						5F	10
Assnt Business Mgmt Officer	930002	B	1			1			1						5F	19
Assnt Coach, Mens Basketball	107334	B		1		1		1							1M	99
Coord, Bsktball Oper/Men's BE	108445	B		1		1		1							1M	7
Dir, Multicultural Student Svs	108309	B	1			1		1			1				1MV	13
Research Associate I	109942	B	1			1	1								5M	7
Research Associate II	108275	B	1			1	1								5M	9
Senior Tech Programmer	108266	B	1			1			1						5F	14
Trng Spc, UC/Acd Enhncmnt C	106481	B	1			1			1						5F	10
Dir, Intl Educ & Natl Stu Exch	107382	B		1		1		1	1						2F	14
Research Associate I	109987	B	1			1		1	1						4F	7
Teacher, Child Development C	106534	B	1			1			1						5F	11
Totals			11	5	0	16	6	5	7	0	2	0	0	0	0	

DATE: 7/1/17 - 06/30/18

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
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CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
E - Paraprofessionals	
F - Administrative Support	
G - Skilled Craft	
H - Service Maintenance	

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Terminations	Grade												
Assnt Coach, Mens Baseball	106550	B		1		1	1						5M
Chief Engineer, RV Endeavor	109107	B		1		1		1					1M
Spec, HCM & Financial System	109171	B		1		1	1						5M
Research Associate I	108824	B	1			1			1				5F
Research Associate I	109962	B	1			1			1				5F
Industrial Hygienist	108541	B	1			1	1						5M
Coord. Rec Svs/Club Sports	108283	B	1			1	1						5M
Academic Advisor	107059	B		1		1			1				5F
Coord, Int Student Serv	107303	B	1			1		1	1				2F
Dir, Purchasing & Univ Stores	106992	B		1		1			1				5F
Res Assoc/Data Analyst III	108764	B	1			1	1						5M
Assoc Dir, Ath/Health & Perf	107510	B		1		1	1						5M
Coord, Int Student Serv	108603	B	1			1		1	1				2F
Research Assistant III	106745	B		1		1			1				5F
Research Assistant IV	107094	B	1			1			1				5F
Assoc Dir, Ath/Com & New Med	107008	B		1		1	1						5M
Totals													
			8	8	0	16	7	3	8	0	0	0	0

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 Race/Ethnic Code
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 Gender Code
 F - Female
 M - Male
 Disabled Code
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Master	109104	B		1		1	1				1				5MV	20
board, CON/Aca Affrs & Res Ad	108190	B	1			1			1						5F	8
Assnt Coach, Womens Socce	107114	B		1		1		1							1M	99
Marine Research Associate III	108103	B	1			1			1						5F	12
Post-Doctoral Fellow	107037	B		1		1	1								5M	99
Research Assistant I	106821	B		1		1	1		1						5F	1
Research Associate I	107066	B	1			1			1						5F	7
Admission Recruiter	108683	B	1			1	1								5M	8
Assnt Dir, Career Serv	106906	B	1			1			1						5F	12
Senior Information Technolgst	107875	B	1			1		1							4M	12
Marine Research Associate IV	107573	B	1			1			1						5F	14
Mar Res Assnt I	108802	B		1		1			1						5F	1
Post-Doctoral Fellow	107560	B		1		1			1						5F	99
Research Assistant II	107398	B	1			1	1								5M	3
Spec, Nutrition	107237	B	1			1			1						5F	11
Post-Doctoral Fellow	106560	B		1		1		1							4M	99
Totals			9	7	0	16	4	3	9	0	1	0	0	0	0	

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Assnt Coach, Mens Ftb/Def	108301	B		1		1		1					
Master	106714	B		1		1	1				1		
Academic Advisor	108786	B	1			1	1						
Assoc Coastal Resources Mgt	107916	B	1			1	1						
Human Resource Analyst II	010078	B		1		1			1				
Mgr, W/AJ/Business	109895	B	1			1			1				
Dir, CEPS/Student Serv	107751	B	1			1		1					
Admission Reader	107399	B	1			1			1				
Coord, NBC/Facility Operations	106281	B	1			1	1						
Mate	108697	B		1		1	1						
Marine Research Specialist I	108344	B	1			1			1				
Post-Doctoral Fellow	106322	B		1		1		1					
Mar Res Assnt I	108955	B		1		1			1				
Research Associate I	108528	B		1		1			1				
Assnt Business Mgmt Officer	910086	B	1			1			1				
Post-Doctoral Fellow	108036	B		1		1			1				
Totals			8	8	0	16	5	3	10	0	1	0	0

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Lead Programmer Analyst	108418	B	1			1			1						5F	14
Hall Director II	106840	B	1			1			1						5F	7
Post-Doctoral Fellow	106787	B		1		1			1						5F	99
Marine Research Associate III	107553	B	1			1	1				1				5MV	12
Asst Director, Faculty Development	108265	B	1			1	1								5M	12
Spec, Campus Rec/Fitness & Wellness	109456	B	1			1			1						5F	8
Coord, Pharm/Profl Exper Pgm	108108	B	1			1			1						5F	16
Asst. Director, Greek Affairs	108664	B	1			1			1						5F	11
Accountant	910162	B	1		1			1	1						4F	20
Admission Reader	108686	B	1			1			1						5F	9
Dir, NBC/Office of Mar Prog	106913	B		1		1			1						5F	18
Coord, UC/Orientation	108285	B	1			1		1							1M	11
Head Coach, Men's Basketball	107293	B		1		1	1								5M	99
Evening Coord, CCE/Stu Svs	107877	B	1			1			1						5F	7
Asst Coach, Mens Basketball	107312	B		1		1	1								5M	99
Post-Doctoral Fellow	106966	B		1		1			1						5F	99
Totals			11	5	1	15	4	2	11	0	1	0	0	0	0	

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DATE: 7/1/17 - 06/30/18

EEO Category	Race/Ethnic Code
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Research Assistant III	107413	B	1						1				
Asst Dir Campus Rec Operatr	108857	B	1						1				
Research Associate IV	106057	B	1						1				
Registered Nurse A	910125	B	1				1						
Research Assistant I	109281	B	1				1						
Post-Doctoral Fellow	109913	B		1			1						
Asst Dir, Enrollment Services	107257	B	1				1						
Marine Research Associate II	109975	B	1				1						
Post-Doctoral Fellow	108921	B		1			1						
Writer	108856	B		1					1				
Coord, Social Media	108656	B	1						1				
Dir,Campus Planning & Design	107218	B		1			1						
Strength & Conditioning Coach	108914	B		1				1					
Lead Database Support Tech	108699	B	1						1				
Spec., Supervising GIS	107280	B	1				1				1		
Coord, Faculty Senate	106176	B	1						1				
Totals			11	5	0	0	8	1	7	0	1	0	0

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DATE: 7/1/17 - 06/30/18

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Artist	107096	B	1			1	20	7	43	0	1	5F	
Master	109104	B		1		1	1	0	0	0	1	5MV	
Assnt Coach, Mens Soccer	107115	B		1		1	41	4	0	0	0	5M	
Assnt Coach, Womens Soccer	107114	B		1		1	48	7	20	1	0	1M	
Coord, Bsktball Oper/Men's B	108445	B		1		1	1	0	0	1	0	5M	
Post-Doctoral Fellow	106718	B		1		1	0	0	1	0	0	5F	
Spec, Honors Program	109545	B	1			1	8	2	22	1	0	4F	
Artist	106191	B	1			1	13	1	14	1	0	5M	
Career Educ Specialist	108661	B	1			1	9	8	54	5	0	5F	
Career Educ Specialist	108780	B	1			1	same as posting above					5M	
Coord, Accredtn Assmt Pharm	108713	B	1			1	2	1	3	0	0	5M	
ord, MemU/Oper & Evt Supp	106937	B	1			1	20	4	20	2	1	5M	
Post-Doctoral Fellow	107061	B		1		1	1	0	0	0	0	5M	
Res Assoc/Data Analyst IV	106766	B	1			1	5	7	12	0	0	5F	
Research Assistant I	108545	B	1			1	4	4	10	0	0	5F	
Senior Information Technolgst	108163	B	1			1	17	4	5	1	1	5F	
Totals			10	6	0	16	190	49	204	12	4	0	0
													0

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Bdgt Spc I, Fin'l Analysis	108752	B		1			6	2	15	0	1	5F				10
Enrollment Services Officer	108747	B	1				0	0	1	0	0	5F				10
Export Control Officer	108918	B	1				4	3	3	1	0	5M				13
Spec, Com, NWM Media & Evnts	108734	B	1				26	5	51	2	1	5F				12
Chief Engineer, RV Endeavor	107266	B		1			0	1	0	0	0	1M				19
Senior Tech Programmer	108803	B	1				9	5	1	0	0	5M				14
Coord, CELS/UG Res & Exper L	106459	B	1				6	1	25	2	0	5F				10
Assoc Athletic Therapist	108775	B	1				3	1	2	0	0	5F				9
Asst Dir, Assess & Comm (Tal De	108568	B	1				7	3	11	0	0	5F				12
Asst. Dir, Testing Center	108787	B		1			6	1	16	0	0	5F				11
Coord, W&J/Envir'l Ed Ctr Pgm	107279	B	1				14	6	42	3	0	5F				5
Strength & Conditioning Coach	108735	B		1			70	13	5	0	1	5M				99
Coord, Int Student Serv	107303	B	1				0	1	1	0	0	2F				10
Teacher, Child Development C	106534	B	1				0	4	27	0	0	5F				11
Manager, Business, RI-INBRE	109958	B	1				5	1	10	0	0	2F				11
Mate	106714	B		1			1	0	0	0	1	5MV				4
Totals			11	5	0	0	157	47	210	8	4	0	0	0	0	

EEO Category
 A - Officials/Managers/Administrators
 B - Professionals
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 CF - Faculty
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 E - Paraprofessionals
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 Race/Ethnic Code
 1 - Black
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Academic Advisor	108786	B	1				6	4	21	1	0	5M				10
Dir, Multicultural Student Svs	108309	B	1				3	14	15	0	0	1M				13
Post-Doctoral Fellow	107038	B		1			0	1	1	0	0	2F				99
Research Assistant II	106795	B	1				1	1	3	0	0	5F				3
Research Assistant III	107413	B	1				0	0	1	0	0	5F				5
Research Associate II	107048	B	1				5	3	22	1	0	5F				9
University Psychologist	106756	B	1				4	3	11	0	0	5F				14
Writer	108659	B		1			0	0	1	0	0	5F				10
Post-Doctoral Fellow	106785	B		1			0	0	1	0	0	5F				99
ord, HealthCommunicatns(AH	108736	B	1				10	2	42	1	0	5M				12
Post-Doctoral Fellow	108932	B		1			0	0	1	0	0	5F				99
Research Associate IV	107050	B	1				0	1	0	0	0	4M				13
Assnt Coach, Mens Baseball	106550	B		1			1	0	0	0	0	5M				99
Assnt Coach, Women's Softba	107205	B		1			19	6	47	2	1	5F				99
Academic Advisor	106003	B	1				32	32	131	2	2	1F				10
Academic Advisor	107093	B	1					same as posting above				1M				10
Totals			10	6	0	0	81	67	297	7	3	0	0	0	0	

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AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Senior Assoc Dir, Enrlmnt Svcs	108034	B		1			4	1	4	0	0	5M				16
Enrollment Services Officer	108798	B	1				10	10	43	1	1	1M				10
Mar Res Assrnt I	108802	B		1			0	0	1	0	0	5F				1
Post-Doctoral Fellow	108626	B		1			1	0	0	0	0	5M				99
Post-Doctoral Fellow	107227	B		1			0	1	0	0	0	2M				99
Research Assistant II	107240	B	1				8	3	9	0	0	5F				3
Spec., Supervising GIS	107280	B	1				1	0	0	0	1	5MV				13
Admission Reader	108785	B	1				39	21	128	3	2	1M				9
Admission Reader	108895	B	1					same as posting above				5F				9
Admission Recruiter	108683	B	1				1	0	0	0	0	5M				8
Assoc Athletic Therapist	108776	B	1				5	0	4	0	0	5F				9
University Psychologist	108021	B	1				5	2	14	1	0	5F				14
Academic Advisor	107464	B	1				26	15	75	3	0	5M				10
Coord, Bsktball Opr/Video/MB	108792	B		1			78	23	4	2	1	5M				7
Res Assoc/Data Analyst II	108762	B	1				21	16	33	2	4	5F				11
Res Assoc/Data Analyst II	108763	B	1				0	0	0	0	0	4F				11
Totals			11	5	0	0	199	92	315	12	9	0	0	0	0	

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AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
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Assoc Athletic Therapist	108006	B	1				6	1	1	0	0	5M				9
Coord, Bsktball Oper/Men's BE	108445	B		1			0	1	0	0	0	1M				7
Coord, Envirnmnt Health&Safety	107035	B	1				28	6	20	3	1	5F				13
Research Associate I	109962	B	1				9	1	14	1	1	5F				7
Master	109104	B		1			1	0	0	0	1	5MV				20
Research Assistant I	109281	B	1				1	0	0	0	0	5M				1
Coord, Sports Communication	107008	B	1				0	0	1	0	0	5F				7
Admission Reader	108686	B	1				0	0	1	0	0	5F				9
Post-Doctoral Fellow	107457	B		1			0	0	1	0	0	5F				99
Post-Doctoral Fellow	107617	B		1			1	0	0	0	0	5M				99
Asst Dir, Enrollment Services	108055	B	1				5	5	14	0	0	5M				12
Post-Doctoral Fellow	106737	B		1			0	0	0	0	0	4F				99
Admission Reader	107384	B		1			0	0	1	0	0	5F				9
Admission Reader	107399	B	1				0	0	1	0	0	5F				9
Post-Doctoral Fellow	107367	B		1			0	1	1	0	0	4F				99
Coord, OffGenEd, WrngURI, UGR	108154	B	1				10	3	23	0	0	5F				9
Totals			9	7	0	0	61	18	78	4	3	0	0	0	0	

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Mgr, COBRE/iCubed	108928	B	1				6	1	3	0	0	5F				10
Chief Engineer, RV Endeavor	109107	B		1			1	0	0	0	1	5MV				19
Research Assistant I	107490	B	1				23	10	24	4	0	5M				1
Senior Information Technologist	107575	B	1				2	2	1	0	0	1M				12
Academic Advisor	107919	B		1		1	5	3	15	3	1	2F				10
Accountant (Accounts Payable)	108841	B	1			1	11	8	35	1	0	5F				9
Assoc Mar Dev Engineer I	109278	B	1			1	1	0	0	0	0	5M				12
Criminalist I	107924	B	1			1	21	5	22	0	0	5M				11
Lead Information Technologist	109899	B	1			1	18	3	1	1	1	2M				14
Marine Research Associate III	108103	B		1		1	0	0	1	0	0	5F				12
Post-Doctoral Fellow	109028	B		1		1	0	1	1	0	0	4F				99
Physician	106917	B	1			1	3	0	9	0	0	5F				99
Academic Advisor	107059	B		1		1	5	2	21	1	1	5F				10
Academic Advisor	108634	B	1			1	40	24	116	6	1	1F				10
Board,URI Superfund Ctr/STEE	108157	B	1			1	3	3	41	1	3	5F				9
Assoc Dir, Ath/Bus & Personnel	107352	B		1		1	48	4	22	1	3	5FV				14
Totals			10	6	0	12	187	66	312	18	11	0	0	0	0	

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Lord, Hep C Real Options(HEF	109210	B	1			1	0	0	1	0	0	5F				7
Research Assistant III	109997	B	1			1	0	0	1	0	0	5F				5
Research Associate I	108923	B	1			1	0	0	1	0	0	5F				7
Assnt Coach, Womens Socce	107114	B		1		1	48	7	20	1	0	5F				99
Assnt Coach, Mens Fb/Def	108301	B		1		1	42	16	1	0	1	1M				99
brd, RINSF EPSCOR/Com &	107585	B	1			1	3	1	6	0	0	5M				9
Marine Research Associate IV	107573	B	1			1	0	0	1	0	0	5F				14
Mate	106714	B		1		1	1	0	0	0	1	5MV				4
Post-Doctoral Fellow	109042	B		1		1	0	1	1	0	0	4F				99
Academic Advisor	108974	B	1			1	19	8	64	1	0	5F				10
Mgr, Kinesiology Lab	108790	B	1			1	7	2	5	1	0	5F				10
Post-Doctoral Fellow	109023	B		1		1	0	1	0	0	0	1M				99
Post-Doctoral Fellow	108930	B		1		1	0	1	1	0	0	4F				99
Industrial Hygienist	108541	B	1			1	3	4	3	1	0	5F				11
Coord, Rec Sys/Club Sports	108283	B	1			1	47	6	16	2	1	5M				10
Master	109104	B		1		1	1	0	0	0	1	5MV				20
Totals			9	7	0	16	171	47	121	6	4	0	0	0	0	

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Research Assistant II	106909	B	1			1	12	1	9	0	0	5M	
Coord, Events, CCEE	109115	B	1			1	18	10	91	2	0	5F	
Mgr, Lab (Ryan Institute)	109038	B	1			1	0	0	2	0	0	5F	
Post-Doctoral Fellow	106280	B		1		1	0	1	0	0	0	4M	
Post-Doctoral Fellow	107366	B		1		1	33	48	19	0	0	4M	
Post-Doctoral Fellow	108789	B		1		1	0	0	1	0	0	5F	
Research Associate I	108281	B	1			1	35	8	45	1	0	5F	
Spec, Nutrition	107234	B	1			1	1	2	41	0	0	5F	
Lead Information Technologist	107873	B	1			1	7	1	0	0	1	5M	
Spec, Grants & Contracts (AHC)	108773	B	1			1	6	1	14	2	0	5M	
Senior Information Technologist	109889	B	1			1	9	0	4	1	0	5M	
Advisor, International Educ	108603	B	1			1	19	18	47	1	0	5F	
Marine Research Specialist I	109044	B	1			1	4	0	12	0	1	5F	
Dir, URI/Small Bus Dev Ctr	109027	B	1			1	28	0	5	2	4	5M	
Assnt Univ Purchasing Agent	107862	B	1			1	18	7	35	0	1	2F	
Marine Research Assistant III	107151	B	1			1	24	14	48	0	1	5F	
Totals			13	3	0	16	214	111	373	9	8	0	0

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DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non- Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Mgr, Marine Operations	109017	B	1			1	36	2	5	1	5	5MV				12
Post-Doctoral Fellow	108904	B		1		1	0	0	1	0	0	5F				99
Asstt Coach, Mens Basketball	108040	B		1		1	23	11	0	0	0	5M				99
Coord, Social Media	108656	B	1			1	26	2	51	1	0	5M				10
Assnt Dir, Off of Marine Prgram	109147	B	1			1	22	3	33	1	2	5M				13
Mgr, Lab (Veterinary)	109054	B	1			1	0	0	2	0	0	5F				10
Strength & Conditioning Coach	108914	B		1		1	1	0	0	0	0	5M				99
Coord., Marketing& Membership	108072	B	1			1	31	5	39	0	0	5F				9
Totals			5	3	0	8	139	23	131	3	7	0	0	0	0	

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
	E - Paraprofessionals
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DATE: 7/1/17 - 06/30/18

EEO Category	Race/Ethnic Code
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B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
First Assistant Engineer	108732	C		1		1	1						
First Assistant Engineer	108850	C		1		1		1					
Animal Techn	107972	C	1			1	1						
Network Technician II	106952	C	1			1	1						
First Assistant Engineer	107229	C		1		1	1						
Community Nutrition Assistant	900257	C	1			1		1	1				
Food Service Administrator	000306	C	1			1			1				
Systems Support Technician I	005797	C	1			1	1						
Community Nutrition Assistant	000297	C	1			1		1	1				
Licensed Practical Nurse	000096	C	1			1			1				
Simulation Technician	108726	C	1			1	1						
First Assistant Engineer	107229	C		1		1	1						
Ships Technician IV	106486	C	1			1	1				1		
Systems Support Technician I	005789	C	1			1			1				
Information Svcs Tech II	005812	C	1			1			1				
Scientific Research Grant Ass	001143	C	1			1			1				
Totals			12	4	0	16	8	3	7	0	1	0	0

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APPLICANT DATA

AGENCY: University of Rhode Island

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Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
First Assistant Engineer	107229	C		1		1	1	0	0	0	0	5M				5
First Assistant Engineer	108732	C		1		1	1	0	0	0	0	5M				5
Event Assistant	108611	C	1			1	27	13	101	1	0	5F				5
Simulation Technician	108726	C	1			1	18	4	24	1	1	5M				7
Information Technologist	108844	C	1			1	10	10	7	2	0	5M				10
Animal Techn	107972	C	1			1	7	0	17	0	0	5F				3
Medical Assistant	900198	C	1			1	0	0	1	0	0	5F				20
Network Technician III	106669	C	1			1	8	2	1	2	1	5M				12
Licensed Practical Nurse	900137	C	1			1	0	3	24	2	0	5F				17
First Assistant Engineer	107229	C		1		1	1	0	0	0	0	5M				5
Scientific Research Grant Ass	000298	C	1			1	3	2	8	0	1	5F				16
Digital Content Strategist	109882	C	1			1	34	6	29	1	1	5F				11
Tech III	109906	C	1			1	8	3	23	0	0	5F				11
Network Technician II	106952	C	1			1	6	2	0	1	0	5M				10
Scientific Research Grant Ass	900307	C	1			1	3	2	8	0	0	3F				16
Totals			12	3	0	15	127	47	243	10	4	0	0	0	0	

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Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Associate Professor	106955	CF	1			1			1				5F			99
Professor	106632	CF	1			1			1				5F			99
Senior Lecturer	106753	CF	1			1			1				5F			99
Professor Clinical	109972	CF	1			1	1				1		5MV			99
Associate Professor	106439	CF	1			1	1						5M			99
Teaching Professor	106683	CF	1			1	1						5M			99
Associate Professor	106352	CF	1			1			1				5F			99
Senior Lecturer	106813	CF	1			1	1						5M			99
Senior Lecturer	106862	CF	1			1		1	1				2F			99
Senior Lecturer	106501	CF	1			1	1						5M			99
Associate Professor	106559	CF	1			1	1				1		5MV			99
Senior Lecturer	109304	CF	1			1			1				5F			99
Professor	106572	CF	1			1	1						5M			99
Senior Lecturer	107286	CF	1			1	1						5M			99
Professor	109886	CF	1			1			1				5F			99
Associate Professor	106080	CF	1			1	1						5M			99
Totals			16	0	0	16	9	1	7	0	2	0	0	0	0	

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APPLICANT DATA

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Applicants													
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Associate Professor	109967	CF	1			1			1				99
Senior Lecturer	107752	CF	1			1	1			1	1		99
Professor	106735	CF	1			1			1				99
Associate Professor	108126	CF	1			1			1				99
Senior Lecturer	107538	CF	1			1	1						99
Teaching Professor	106177	CF	1			1			1				99
Professor	106287	CF	1			1	1						99
Senior Lecturer	106693	CF	1			1		1	1				99
Professor Librarian	108125	CF	1			1			1				99
Senior Lecturer	106788	CF	1			1		1	1				99
Professor	106628	CF	1			1			1				99
Teaching Professor	109903	CF	1			1			1				99
Associate Professor	106042	CF	1			1	1						99
Senior Lecturer	106713	CF	1			1			1				99
Associate Professor	106212	CF	1			1	1						99
Professor Librarian	106757	CF	1			1	1						99
Totals			16	0	0	16	6	2	10	1	1	0	0

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 CF - Faculty
 D - Protective Services
 E - Paraprofessionals
 F - Administrative Support
 G - Skilled Craft
 H - Service Maintenance
Race/Ethnic Code
 1 - Black
 2 - Hispanic
 3 - American Indian/ Alaskan Native
 4 - Asian American/ Pacific Islander
 5 - White
Gender Code
 F - Female
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Disabled Code
 D - Disabled
Veteran Code
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Associate Professor	106601	CF	1			1	1						5M			99
Professor Clinical	109170	CF	1			1			1				5F			99
Professor	106584	CF	1			1			1				5F			99
Senior Lecturer	108681	CF	1			1			1				5F			99
Senior Lecturer	108473	CF	1			1	1						5M			99
Professor	109966	CF	1			1		1	1				1F			99
Senior Lecturer	108553	CF	1			1			1				5F			99
Associate Professor	106351	CF	1			1			1				5F			99
Senior Lecturer	107551	CF	1			1		1	1				4F			99
Teaching Professor	106555	CF	1		1		1						5M			99
Teaching Professor	106406	CF	1			1			1				5F			99
Senior Lecturer	106524	CF	1			1	1						5M			99
Professor	106005	CF	1			1			1				5F			99
Teaching Professor	106483	CF	1			1			1				5F			99
Senior Lecturer	109111	CF	1			1			1				5F			99
Senior Lecturer	108472	CF	1			1			1				5F			99
Totals			16	0	1	15	4	2	12	0	0	0	0	0	0	

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Teaching Professor	108505	CF	1			1			1				5F
Associate Professor	107471	CF	1			1	1						5M
Professor	108233	CF	1			1			1				5F
Senior Lecturer	106272	CF	1			1			1				5F
Professor	106627	CF	1			1		1					4M
Senior Lecturer	106857	CF	1			1	1						5M
Associate Professor	107781	CF	1			1		1					4M
Associate Professor	106728	CF	1			1		1	1				4F
Associate Professor Clinical	107203	CF	1			1	1						5M
Associate Professor	106363	CF	1			1		1					2M
Senior Lecturer	109934	CF	1			1	1						5M
Associate Professor	106275	CF	1			1		1					4M
Associate Professor	107825	CF	1			1	1						5M
Totals			13	0	0	13	5	5	4	0	0	0	0

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AGENCY: University of Rhode Island
DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Professor	106077	CF	1			1			1					5F		99
Professor	106093	CF	1			1	1							5M		99

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Associate Professor	108374	CF	1			1	1						
Lecturer (Ad Hoc)	109282	CF	1			1	1						
Lecturer (Ad Hoc)	107405	CF	1			1		1	1				
Lecturer (Ad Hoc)	106457	CF	1			1	1						
Lecturer (Ad Hoc)	109641	CF	1			1		1	1				
Lecturer (Ad Hoc)	106311	CF	1			1			1				
Professor Librarian	106758	CF	1			1			1				
Professor	106189	CF	1			1	1				1		
Professor	107476	CF	1			1	1						
Associate Professor	106672	CF	1			1	1						
Associate Professor	108343	CF	1			1	1						
Associate Professor Clinical	107809	CF	1			1			1		1		
Lecturer (Ad Hoc)	106879	CF		1		1			1				
Lecturer (Ad Hoc)	106581	CF	1			1	1						
Lecturer (Ad Hoc)	108423	CF	1			1			1				
Lecturer (Ad Hoc)	108336	CF	1			1			1				
Totals			15	1	0	16	7	2	9	0	2	0	0

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Lecturer (Ad Hoc)	107401	CF	1			1	1						
Lecturer (Temporary)	107852	CF		1		1			1				
Lecturer (Temporary)	107851	CF		1		1			1				
Lecturer (Temporary)	116105	CF	1			1			1				
Professor	106789	CF	1			1	1				1		
Professor	106493	CF	1			1		1	1				
Teaching Professor	108882	CF	1			1		1					
Lecturer (Ad Hoc)	108643	CF		1		1	1						
Professor	106150	CF	1			1		1					
Lecturer (Temporary)	108135	CF	1			1	1						
Lecturer (Temporary)	109029	CF		1		1	1				1		
Lecturer (Temporary)	116105	CF		1		1			1				
Professor	106103	CF				1	1				1		
Assistant Professor	107087	CF				1		1					
Assistant Professor Visiting	116364	CF				1			1				
Lecturer (Temporary)	108500	CF				1	1						
Totals			7	5	0	16	7	4	6	0	3	0	0

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Assistant Professor	106460	CF	1			1			1				
Professor	106295	CF	1			1			1				
Associate Professor	106259	CF	1			1		1	1				
Lecturer (Ad Hoc)	106156	CF	1			1	1						
Assistant Professor	107325	CF	1			1			1				
Assistant Professor Clinical	108168	CF	1			1			1				
Lecturer (Temporary)	107619	CF	1			1		1	1				
Lecturer (Ad Hoc)	107623	CF	1			1			1				
Lecturer (Ad Hoc)	108539	CF	1			1	1						
Assistant Professor	107584	CF	1			1		1	1				
Senior Lecturer	108547	CF	1			1	1						
Lecturer (Ad Hoc)	107610	CF	1			1	1						
Professor	106384	CF	1			1	1						
Lecturer (Ad Hoc)	107960	CF	1			1	1						
Professor	106675	CF	1			1			1				
Assistant Professor	106269	CF	1			1	1						
Totals			16	0	0	16	7	3	9	0	0	0	0

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DATE: 7/1/17 - 06/30/18

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Assistant Professor	107315	CF	1			1	16	9	12	0	0	5F				99
Lecturer (Ad Hoc)	107416	CF	1			1	20	26	23	1	0	5M				99
Lecturer (Temporary)	107117	CF	1			1	0	1	1	0	0	2F				99
Assistant Professor	108070	CF	1			1	2	4	7	0	0	5F				99
Lecturer (Ad Hoc)	106581	CF	1			1	1	0	0	0	0	5M				99
Lecturer (Ad Hoc)	107931	CF	1			1	45	10	33	0	0	2F				99
Assistant Professor	108860	CF	1			1	0	2	7	0	0	5F				99
Lecturer (Temporary)	107672	CF	1			1	36	3	9	3	1	5FD				99
Lecturer (Ad Hoc)	107045	CF	1			1	16	11	10	0	0	4F				99
Lecturer (Ad Hoc)	108570	CF	1			1	7	3	11	0	0	2F				99
Assistant Professor	107087	CF	1			1	38	31	7	0	0	4M				99
Assistant Professor	107004	CF	1			1	1	2	12	1	0	5F				99
Assistant Professor	108079	CF	1			1	0	0	0	0	0	5F				99
Assistant Professor	107439	CF	1			1	0	0	0	0	0	4M				99
Lecturer (Ad Hoc)	107493	CF	1			1	19	7	12	1	0	5F				99
Lecturer (Ad Hoc)	108950	CF	1			1	30	26	25	1	0	5F				99
Totals			16	0	0	16	231	135	169	7	1	0	0	0	0	

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Lecturer (Ad Hoc)	107743	CF	1			1	7	3	17	0	0	5F	
Assistant Professor	107424	CF	1			1	38	31	7	0	0	5F	
Lecturer (Ad Hoc)	108884	CF	1			1	0	0	3	0	0	5F	
Lecturer (Temporary)	108500	CF	1			1	1	0	0	0	0	5M	
Lecturer (Temporary)	108135	CF	1			1	1	0	0	0	0	5M	
Lecturer (Temporary)	107852	CF		1		1	0	0	1	0	0	5F	
Lecturer (Ad Hoc)	107880	CF	1			1	0	0	4	0	0	5F	
Teaching Professor	108882	CF	1			1	22	4	15	2	0	1M	
Assistant Professor	106225	CF	1			1	65	18	29	1	0	5M	
Lecturer (Ad Hoc)	109887	CF	1			1	67	12	3	1	1	1M	
Assistant Professor	107244	CF	1			1	34	54	26	0	0	5M	
Assistant Professor	107455	CF	1			1	5	13	18	1	0	4F	
Associate Professor	107235	CF	1			1	4	1	0	0	0	4M	
Assistant Professor Clinical	106260	CF	1			1	7	3	7	0	0	5M	
Lecturer (Ad Hoc)	107255	CF	1			1	6	4	9	0	1	5F	
Lecturer (Ad Hoc)	106581	CF	1			1	6	0	3	4	1	5M	
Totals			15	1	0	16	263	143	142	9	3	0	0

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Assistant Professor	106478	CF	1			1	0	1	0	0	0	1M				99
Assistant Professor	108861	CF	1			1	65	43	22	1	0	5M				99
Assistant Professor Visiting	107674	CF	1			1	0	0	1	0	0	5F				99
Lecturer (Temporary)	107851	CF	1			1	0	0	1	0	0	5F				99
Associate Professor Librarian	107984	CF	1			1	8	2	2	0	1	4F				99
Lecturer (Ad Hoc)	109303	CF	1			1	10	5	7	0	0	5M				99
Lecturer (Ad Hoc)	108202	CF	1			1	0	0	0	0	0	5M				99
Lecturer (Ad Hoc)	107927	CF	1			1	14	17	22	0	1	4F				99
Assistant Professor	107202	CF	1			1	8	15	10	0	0	4F				99
Assistant Professor	106591	CF	1			1	0	1	1	0	0	2F				99
Lecturer (Temporary)	116105	CF		1		1	0	0	1	0	0	5F				99
Assistant Professor	107252	CF	1			1	15	13	11	0	1	5M				99
Lecturer (Temporary)	116105	CF	1			1	0	0	1	0	0	5F				99
Assistant Professor	107355	CF	1			1	34	16	28	1	0	5M				99
Associate Professor Clinical	108337	CF	1			1	0	1	1	0	0	2F				99
Assistant Professor	106472	CF	1			1	32	24	6	0	0	4F				99
Totals			15	1	0	16	186	138	114	2	3	0	0	0	0	

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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Lecturer (Ad Hoc)	109931	CF	1			1	44	4	4	2	0	5F	
Assistant Professor	106111	CF	1			1	4	0	6	0	0	5F	
Assistant Professor	106264	CF	1			1	45	53	98	2	0	4F	
Associate Professor Librarian	106724	CF	1			1	9	0	15	1	0	5F	
Assistant Professor	108397	CF	1			1	0	1	1	0	0	2F	
Assistant Professor	106593	CF	1			1	7	10	11	1	1	5F	
Assistant Professor	107431	CF	1			1	29	18	52	3	0	5F	
Assistant Professor	107242	CF	1			1	0	0	0	0	0	5F	
Assistant Professor	108818	CF	1			1	0	0	0	0	0	5M	
Assistant Professor	106257	CF	1			1	24	3	10	0	0	2M	
Assistant Professor	106073	CF	1			1	34	11	27	1	1	5M	
Assistant Professor	109401	CF	1			1	45	31	33	2	0	5F	
Lecturer (Ad Hoc)	106457	CF	1			1	33	26	16	1	0	5M	
Professor	109403	CF	1			1	12	6	3	0	0	5M	
Assistant Professor Clinical	108636	CF	1			1	0	0	3	0	0	5F	
Lecturer	108744	CF	1			1	0	0	1	0	0	5F	
Totals			16	0	0	16	286	163	280	13	2	0	0

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Applicants																
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Professor Research	106846	CF		1		1	1	0	0	0	0	5M				99
Lecturer (Temporary)	117462	CF	1			1	0	0	1	0	0	5F				99
Lecturer (Temporary)	106206	CF	1			1	0	0	1	0	0	5F				99
Assistant Professor Research	108278	CF	1			1	0	0	1	0	0	5F				99
Assistant Professor	106336	CF	1			1	37	32	3	1	0	5M				99
Lecturer (Ad Hoc)	108577	CF	1			1	1	0	0	0	0	5M				99
Assistant Professor	106664	CF	1			1	37	22	45	5	3	5M				99
Professor	107042	CF	1			1	1	0	0	0	0	5M				99
Professor	107016	CF	1			1	13	2	3	0	0	5M				99
Assistant Professor	108136	CF	1			1	43	5	68	4	0	5F				99
Assistant Professor	106367	CF	1			1	9	31	13	0	0	4F				99
Lecturer (Temporary)	109029	CF		1		1	1	0	0	0	0	5M				99
Lecturer (Temporary)	109473	CF		1		1	0	0	1	0	0	5F				99
Professor Research	107541	CF		1		1	0	0	1	0	0	5F				99
Totals			10	4	0	14	143	92	137	10	3	0	0	0	0	

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APPLICANT DATA

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Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Information Svs Tech I	000398	F	1			1			1				5F			16
Information Aide	005229	F	1			1			1				5F			15
Fiscal Clerk	005706	F	1			1		1			1		1MV			14
Higher Ed Admin Asst II	000413	F	1			1			1				5F			15
Higher Ed Pysl Off Preaud Clk	900154	F	1			1	6	2	34	3	1		5F			17
Higher Ed Fin Off Preaud Clk	900169	F	1			1			1				5F			17
Higher Ed Admin Asst II	003526	F	1			1			1				5F			15
Asst Administrative Officer	000339	F	1			1			1				5F			21
Higher Ed Admin Asst II	003005	F	1			1			1				5F			15
Higher Ed Admin Asst II	001012	F	1			1			1				5F			15
Higher Ed Admin Asst II	910273	F	1			1			1				5F			15
Higher Ed Admin Asst II	010195	F	1			1			1				5F			15
Information Svs Tech I	005992	F	1			1			1				5F			16
Higher Ed Admin Asst I	003192	F	1			1			1				5F			12
Higher Ed Admin Asst I	010281	F	1			1	9	15	63	2	2		5F			12
Totals			15	0	0	15	15	18	109	5	4	0	0	0	0	

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 F - Administrative Support
 G - Skilled Craft
 H - Service Maintenance

Race/Ethnic Code
 1 - Black
 2 - Hispanic
 3 - American Indian/ Alaskan Native
 4 - Asian American/ Pacific Islander
 5 - White

Gender Code
 F - Female
 M - Male

Disabled Code
 D - Disabled

Veteran Code
 V - Veteran

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Sr Enrollment Svs Reprsntative	010079	F	1			1	1	0	0	0	0			5M		16
Sr Word Processing Typist	000162	F	1			1	0	0	1	0	0			5F		12
Fiscal Clerk	000311	F	1			1	6	1	26	1	0			5F		14
Sr Word Processing Typist	010059	F	1			1	4	3	24	0	0			1F		12
Fiscal Clerk	000281	F	1			1	10	1	39	3	0			4F		14
Information Svs Tech I	000161	F	1			1	13	8	30	1	0			5M		16
		Totals	6	0	0	6	34	13	120	5	0	0	0	0	0	

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
	E - Paraprofessionals
	F - Administrative Support
	G - Skilled Craft
	H - Service Maintenance

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Executive Assistant I	108813	F		1		1			1						5F	7
Sr Word Processing Typist	005950	F	1			1			1						5F	12
Executive Assistant I	107054	F		1		1			1						5F	7
Sr Word Processing Typist	910122	F		1		1			1						5F	12
Enrollment Svs Representative	010227	F	1			1			1						5F	15
Enrollment Svs Representative	010225	F	1			1			1						5F	15
Food Svs Head Cashier (URI)	000286	F	1			1			1						5F	17
Data Control Clerk	000161	F	1			1			1						5F	15
Fiscal Clerk	005708	F	1			1			1						5F	14
Enrollment Svs Representative	005983	F	1			1			1						5F	15
Information Svs Tech I	005920	F	1			1			1						5F	16
Enrollment Svs Representative	010270	F	1			1			1						5F	15
Higher Ed Pyrl Off Preaud Clk	910128	F	1			1			1						5F	17
Sr Word Processing Typist	010061	F	1			1			1						5F	12
Fiscal Clerk	000104	F	1		1				1						5F	14
Information Svs Tech I	005992	F	1			1			1						5F	16
Totals			13	3	1	15	0	0	16	0	0	0	0	0	0	

EEO Category
 A - Officials/Managers/Administrators
 B - Professionals
 C - Technicians
 CF - Faculty
 D - Protective Services
 E - Paraprofessionals
 F - Administrative Support
 G - Skilled Craft
 H - Service Maintenance
 Race/Ethnic Code
 1 - Black
 2 - Hispanic
 3 - American Indian/ Alaskan Native
 4 - Asian American/ Pacific Islander
 5 - White
 Gender Code
 F - Female
 M - Male
 Disabled Code
 D - Disabled
 Veteran Code
 V - Veteran

DATE: 7/1/17 - 06/30/18

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
E - Paraprofessionals	
F - Administrative Support	
G - Skilled Craft	
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Executive Assistant II	108616	F		1		1	12	5	101	1	0	5F				8
Sr Word Processing Typist	000139	F	1			1	4	1	12	0	0	5F				12
Information Svcs Tech I	900194	F	1			1	12	6	41	2	1	5F				16
Enrollment Svcs Representative	010271	F	1			1	4	0	14	0	0	5F				15
Enrollment Svcs Representative	010270	F	1			1		same as posting above				5F				15
Sr Word Processing Typist	010007	F	1			1	2	0	22	0	0	5F				12
Executive Assistant I	107347	F		1		1	14	9	100	6	1	5F				7
Executive Assistant I	108899	F		1		1	9	2	70	1	0	5M				7
Sr Word Processing Typist	910122	F				1	0	0	1	0	0	5F				12
Fiscal Clerk	010127	F	1			1	3	2	31	1	0	5F				14
Fiscal Clerk	005708	F	1			1	1	5	43	2	0	5F				14
Fiscal Clerk	000184	F	1			1	3	2	26	0	0	5F				14
Fiscal Clerk	910272	F	1			1	2	2	38	0	0	5F				14
Sr Word Processing Typist	900181	F	1			1	1	0	8	0	1	5FV				12
Fiscal Clerk	000104	F	1			1	12	2	43	0	0	5F				14
Fiscal Clerk	900141	F	1			1	11	1	38	3	0	5F				14
Totals			12	3	0	16	90	37	588	16	3	0	0	0	0	

EEO Category
 A - Officials/Managers/Administrators
 B - Professionals
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 CF - Faculty
 D - Protective Services
 E - Paraprofessionals
 F - Administrative Support
 G - Skilled Craft
 H - Service Maintenance

Race/Ethnic Code
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Gender Code
 F - Female
 M - Male

Disabled Code
 D - Disabled

Veteran Code
 V - Veteran

DATE: 7/1/17 - 06/30/18

[illegible]

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
E - Paraprofessionals	
F - Administrative Support	
G - Skilled Craft	
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 6/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Painter	900209	G	1			1	33	4	9	1	1		5F
Locksmith II	000240	G	1			1	4	0	0	0	1		5M
Painter	900231	G	1			1	1	0	0	0	0		
Painter	900231	G	1			1	0	0	1	0	0		5F
Plumber	001823	G	1			1	1	0	0	0	0		5M
Plumber	001822	G	1			1	1	0	0	0	0		5M
Plumber	001823	G	1			1	1	0	0	0	0		5M
Locksmith II	000240	G	1			1	1	0	0	0	0		5M
Electrician	000241	G	1			1	1	0	0	0	0		5M
Electrician	010280	G	1			1	1	0	0	0	0		5M
Mason	900199	G	1			1	1	0	0	0	0		5M
Electrician	900275	G	1			1	0	0	1	0	0		5F
Totals			12	0	0	12	45	4	11	1	2	0	0

EEO Category
 A - Officials/Managers/Administrators
 B - Professionals
 C - Technicians
 CF - Faculty
 D - Protective Services
 E - Paraprofessionals
 F - Administrative Support
 G - Skilled Craft
 H - Service Maintenance
Race/Ethnic Code
 1 - Black
 2 - Hispanic
 3 - American Indian/ Alaskan Native
 4 - Asian American/ Pacific Islander
 5 - White
Gender Code
 F - Female
 M - Male
Disabled Code
 D - Disabled
Veteran Code
 V - Veteran

DATE: 07/01/17 - 6/30/18

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
E - Paraprofessionals	
F - Administrative Support	
G - Skilled Craft	
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Maintenance Superintendent	000312	H	1			1	1	0	0	0	0		5M			22
Bosun/RV Endeavor	109108	H	1			1	1	0	0	0	0		5M			3
Electrician Supervisor	004013	H	1			1	1	0	0	0	0		5M			20
Housekeeper	950010	H	1			1	4	0	1	0	0		5M			10
A/B Seaman, RV Endeavor	109108	H	1			1	1	0	0	0	0		5M			2
Diesel Truck & Hvy Equip Mech	010217	H	1			1	3	0	0	0	0		5M			18
Senior Janitor	200132	H	1			1	12	2	4	0	0		5F			12
Landscape Maintnace Tech	005277	H	1			1	9	0	2	0	0		5M			16
Senior Stores Clerk	000357	H	1			1	13	0	11	2	0		5M			11
Semi Skilled Laborer	920219	H	1			1	36	1	2	0	3		5M			10
Senior Janitor	000130	H	1			1	21	1	2	3	0		5M			12
Housekeeper	010166	H	1			1	22	0	13	0	0		5F			10
Supvr of Housekeeping Svs	010105	H	1			1	0	0	1	0	0		5F			22
Principal Cook	000251	H	1			1	3	0	2	0	0		5M			18
Warehouse Supervisor	900121	H	1			1	13	0	6	0	0		5M			15
Bosun/RV Endeavor	106847	H	1			1	1	0	0	0	0		5M			3
Totals			16	0	0	16	141	4	44	5	3	0	0	0	0	

EEO Category
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 B - Professionals
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 CF - Faculty
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 E - Paraprofessionals
 F - Administrative Support
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Race/Ethnic Code
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Gender Code
 F - Female
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Disabled Code
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Veteran Code
 V - Veteran

DATE: 7/1/17 - 06/30/18

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
E - Paraprofessionals	
F - Administrative Support	
G - Skilled Craft	
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Housekeeper	005142	H	1			1	14	2	17	0	0			5F		10
Housekeeper	010203	H	1			1	15	1	15	0	0			5M		10
Housekeeper	990059	H	1			1	4	1	4	0	0			5F		10
Housekeeper	010157	H	1			1	9	7	16	0	0			5M		10
Cook's Helper	000073	H	1			1	4	0	3	0	0			5M		9
Building Maint Supervisor	005958	H	1			1	21	2	1	0	0			3M		18
Cook's Helper	910206	H	1			1	2	0	3	0	0			5M		9
Cook's Helper	000127	H	1			1	0	0	1	0	0			5F		9
Housekeeper	900190	H	1			1	4	1	3	0	0			5F		10
Housekeeper	005243	H	1			1	10	1	11	0	0			5M		10
Housekeeper	900187	H	1			1	5	1	5	0	0			5M		10
Housekeeper	000102	H	1			1	7	2	9	0	0			5F		10
Senior Janitor	001944	H	1			1	8	2	5	0	0			5M		12
Housekeeper	000199	H	1			1	9	1	10	0	0			5M		10
Housekeeper	001326	H	1			1	11	0	12	1	0			5MD		10
Cook's Helper	900095	H	1			1	2	0	7	0	0			5F		9
Totals			16	0	0	16	125	21	122	1	0	0	0	0	0	

EEO Category
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 H - Service Maintenance
 Race/Ethnic Code
 1 - Black
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 5 - White
 Gender Code
 F - Female
 M - Male
 Disabled Code
 D - Disabled
 Veteran Code
 V - Veteran

DATE: 7/1/17 - 6/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Cook's Helper	000250	H	1			1	0	1	3	0	0			3M		9
Housekeeper	000613	H	1			1	12	1	12	0	0			5F		10
Housekeeper	900235	H	1			1	18	2	15	1	0			5M		10

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
E - Paraprofessionals	
F - Administrative Support	
G - Skilled Craft	
H - Service Maintenance	

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 07/01/17 - 6/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Housekeeper	001326	H	1			1			1				
Senior Stores Clerk	900320	H	1			1			1		1		
Senior Janitor	200132	H	1			1	1						
Wiper/Ordinary Seaman	108657	H		1		1	1						
Cook's Helper	920214	H	1			1			1				
Senior Stores Clerk	000357	H	1			1	1						
Cook's Helper	000117	H	1			1	1						
Housekeeper	990059	H	1			1			1				
Cook's Helper	000374	H	1			1	1				1		
Senior Maintenance Technician	900168	H	1			1	1						
Cook's Helper	910205	H	1			1	1						
Laborer	910101	H	1			1	1						
Laborer	010099	H	1			1	1						
Laborer	010153	H	1			1	1						
Cook's Helper	900296	H	1			1		1					
Cook's Helper	000218	H	1			1	1						
Totals			15	1	0	16	11	1	4	0	2	0	0

EEO Category
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Race/Ethnic Code
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Gender Code
 F - Female
 M - Male

Disabled Code
 D - Disabled

Veteran Code
 V - Veteran

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 07/01/17 - 6/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
												Transfer Within	Terminations
A/B Seaman, RV Endeavor	109108	H	1			1	1						5M
Cook's Helper	900211	H	1			1			1				5F
Laborer	910101	H	1			1	1						5M
Housekeeper	010134	H	1			1			1				5F
Cook's Helper	900148	H	1			1			1				5F
Senior Cook	000140	H	1		1		1				1		5MV
Cook's Helper	000073	H	1			1			1				5F
Oilier/Wiper	107320	H		1		1		1					1M
Grounds Superintendent	005710	H	1			1		1					1M
Housekeeper	900234	H	1			1							5M
Housekeeper	010157	H	1			1	1						5M
Senior Cook	900064	H	1			1	1						5M
Laborer	010049	H	1			1			1				5F
Building Superintendent	910248	H	1			1	1						5M
Prop Cntrl & Supply Officer	900121	H	1			1			1				5F
Prop Cntrl & Supply Officer	002916	H	1			1	1						5M
Totals			15	1	1	15	7	2	6	0	1	0	0

EEO Category
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 Race/Ethnic Code
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 5 - White
 Gender Code
 F - Female
 M - Male
 Disabled Code
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 Veteran Code
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 07/01/17 - 6/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Cook's Helper	000127	H	1			1			1				
Cook's Helper	000396	H	1			1	1						
Warehouse Supervisor	001506	H	1			1			1				
Cook's Helper	000121	H	1			1			1				
Cook's Helper	900109	H	1			1	1						
Cook's Helper	900405	H	1			1		1					
Storekeeper	005547	H	1			1	1						
Housekeeper	005434	H	1			1	1				1		
Senior Maintenance Technician	005644	H	1			1	1				1		
Housekeeper	010209	H	1			1			1				
Senior Maintenance Technician	900082	H	1			1	1						
Storekeeper	001587	H	1		1				1				
Cook's Helper	000124	H	1			1	1						
Cook's Helper	000191	H	1			1			1				
Laborer	910101	H	1			1	1				1		
Housekeeper	010190	H	1			1	1						
Totals			16	0	1	15	9	1	7	0	3	0	0

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 Veteran Code
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DATE: 07/01/17 - 6/30/18

EEO Category	Race/Ethnic Code
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C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
E - Paraprofessionals	
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APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
A/B Seaman, RV Endeavor	108821	H		1		1	1	0	0	0	0	5F				2
Housekeeper	010190	H	1			1	9	2	9	1	0	5F				10
Housekeeper	010134	H	1			1	7	9	20	2	0	5F				10
Housekeeper	010160	H	1			1	0	0	0	0	0	5F				10
Laborer	010049	H	1			1	34	3	2	1	4	5F				8
Senior Maintenance Technician	010073	H	1			1	22	0	0	0	0	5F				14
Cook's Helper	000244	H	1			1	15	2	15	1	0	5F				9
Cook's Helper	000368	H	1			1		same as posting above				5M				9
Cook's Helper	000245	H	1			1	11	3	11	0	0	5F				9
Senior Maintenance Technician	900168	H	1			1	5	1	1	1	0	5F				14
Housekeeper	010163	H	1			1	9	6	17	0	0	5F				10
Cook's Helper	920214	H	1			1	14	1	10	1	0	5F				9
Groundskeeper	910151	H	1			1	9	0	2	0	1	5F				11
Landscape Maintnce Tech	005824	H	1			1	2	0	1	0	0	5F				16
Cook's Helper	000374	H	1			1	11	2	11	0	0	5F				9
Cook's Helper	000218	H	1			1		same as posting above				5M				9
Totals			15	1	0	16	149	29	99	7	5	0	0	0	0	

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 CF - Faculty
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 E - Paraprofessionals
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Race/Ethnic Code
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Gender Code
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Disabled Code
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Veteran Code
 V - Veteran

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants													
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion
Laborer	010099	H	1			1	17	1	3	0	1	5M	
Laborer	010153	H	1			1		same as posting above				5M	
Laborer	910101	H	1			1		same as posting above				5M	
Cook's Helper	910209	H	1			1	1	1	3	0	0	5M	
A/B Seaman, RV Endeavor	108657	H		1		1	1	0	0	0	0	5M	
Messman	106850	H		1		1	1	0	0	0	0	5MV	
Housekeeper	010131	H	1			1	23	7	18	0	0	5F	
Housekeeper	010193	H	1			1	21	6	26	1	0	1M	
Housekeeper	900129	H	1			1	9	0	9	0	0	5F	
Landscape Maintnce Tech	010230	H	1			1	4	0	0	0	0	5M	
A/B Seaman, RV Endeavor	109108	H		1		1	1	0	0	0	0	5M	
Housekeeper	010258	H	1			1	10	3	11	0	1	5M	
Cook's Helper	900220	H	1			1	18	6	17	0	0	5M	
Cook's Helper	000368	H	1			1	17	3	18	0	0	5M	
Cook's Helper	000219	H	1			1	8	2	15	0	0	1F	
Cook's Helper	000218	H	1			1	0	0	0	0	0	5F	
Totals			12	3	0	15	131	29	120	1	2	0	0

EEO Category
 A - Officials/Managers/Administrators
 B - Professionals
 C - Technicians
 CF - Faculty
 D - Protective Services
 E - Paraprofessionals
 F - Administrative Support
 G - Skilled Craft
 H - Service Maintenance
 Race/Ethnic Code
 1 - Black
 2 - Hispanic
 3 - American Indian/ Alaskan Native
 4 - Asian American/ Pacific Islander
 5 - White
 Gender Code
 F - Female
 M - Male
 Disabled Code
 D - Disabled
 Veteran Code
 V - Veteran

APPLICANT DATA

AGENCY: University of Rhode Island

DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Cook's Helper	000214	H	1			1	0	0	0	0	0	5F				9
Cook's Helper	920251	H	1			1	14	2	20	0	0	5F				9
Cook's Helper	900378	H	1			1	14	2	16	0	1	5F				9
Laborer	910101	H	1			1	20	4	3	0	0	5MV				8
Landscape Maintnce Tech	005138	H	1			1	3	0	0	0	0	5M				16
	010209	H	1			1	9	2	8	0	0	5F				10
Housekeeper	010134	H	1			1	10	2	8	0	0	5M				10
Housekeeper	010162	H	1			1	16	0	14	0	0	5F				10
Housekeeper	010133	H	1			1	9	2	9	0	0	5M				10
Cook's Helper	000379	H	1			1	15	4	20	2	0	5M				9
Cook's Helper	000408	H	1			1	17	6	28	0	1	5F				9
A/B Seaman, RV Endeavor	106488	H		1		1	1	0	0	0	0	5M				2
Steward	106878	H		1		1	0	1	0	0	0	1M				3
Cook's Helper	900094	H	1			1	7	3	10	0	0	5M				9
Housekeeper	010157	H	1			1	17	2	5	1	0	5M				10
A/B Seaman, RV Endeavor	107320	H		1		1	1	0	0	0	0	5M				2
Totals			13	2	0	15	152	30	141	3	2	0	0	0	0	

EEO Category
 A - Officials/Managers/Administrators
 B - Professionals
 C - Technicians
 CF - Faculty
 D - Protective Services
 E - Paraprofessionals
 F - Administrative Support
 G - Skilled Craft
 H - Service Maintenance
Race/Ethnic Code
 1 - Black
 2 - Hispanic
 3 - American Indian/ Alaskan Native
 4 - Asian American/ Pacific Islander
 5 - White
Gender Code
 F - Female
 M - Male
Disabled Code
 D - Disabled
Veteran Code
 V - Veteran

AGENCY: University of Rhode Island
DATE: 7/1/17 - 06/30/18

Applicants																
Classification	Position Number	EEO Category	Union	Non-Union	List	No List	White Male	Minority	Female	Disabled	Veterans	Hire	Promotion	Transfer Within	Terminations	Grade
Housekeeper	010190	H	1			1	15	5	18	1	0	5M				10
Housekeeper	010259	H	1			1		same as posting above				5M				10
Housekeeper	010256	H						same as posting above				5F				10
Laborer	010049	H	1			1	29	4	2	2	1	1M				8
Landscape Maintnce Tech	005710	H	1			1	2	0	0	0	0	5M				16

EEO Category	Race/Ethnic Code
A - Officials/Managers/Administrators	1 - Black
B - Professionals	2 - Hispanic
C - Technicians	3 - American Indian/ Alaskan Native
CF - Faculty	4 - Asian American/ Pacific Islander
D - Protective Services	5 - White
E - Paraprofessionals	
F - Administrative Support	
G - Skilled Craft	
H - Service Maintenance	

Applicant Flow Data

AGENCY:		University of Rhode Island														Date:		6/30/2018	
Applicant Flow Data																			
		TOTAL APPLICANTS	MALE							Female									
			WHITE (NHO)	BLACK (NHO)	HISPANIC	ASIAN PACIFIC ISLANDER	AMER. INDIAN/ ALASKAN NATIVE	**DISABLED	VETERANS	WHITE (NHO)	BLACK (NHO)	HISPANIC	ASIAN PACIFIC ISLANDER	AMER. INDIAN/ ALASKAN NATIVE	**DISABLED	VETERANS			
APPLICANTS																			
OFFICIALS/ADMINISTRATORS	316	190	22	3	13	2	4	8	75	8	3	0	0	1	0				
PROFESSIONALS	4004	1539	93	81	95	4	41	48	1910	69	115	94	4	41	11				
FACULTY	2497	1155	48	60	379	2	23	11	641	16	36	157	3	18	1				
TECHNICIANS	420	136	5	8	12	1	8	5	234	10	5	7	2	3	0				
PROTECTIVE SERVICES	152	113	7	20	0	2	6	12	8	0	2	0	0	0	0				
PARA-PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
ADMINISTRATIVE SUPPORT	1206	162	9	12	5	3	11	6	955	18	27	13	2	18	4				
SKILLED CRAFT	78	64	2	3	0	0	1	4	8	0	1	0	0	0	0				
SERVICE/MAINTENANCE	1463	803	26	28	2	14	14	11	530	20	26	8	6	6	2				
TOTAL	10136	4162	212	215	506	28	108	105	4361	141	215	279	17	87	18				
HIRES																			
OFFICIALS/ADMINISTRATORS	7	3	1	0	0	0	0	0	3	0	0	0	0	0	0				
PROFESSIONALS	136	43	9	2	3	0	0	8	64	4	4	7	0	0	1				
FACULTY	78	24	3	1	3	0	0	1	33	0	6	8	0	1	0				
TECHNICIANS	15	7	0	0	0	0	0	0	8	0	0	0	0	0	0				
PROTECTIVE SERVICES	6	4	0	1	0	0	0	2	1	0	0	0	0	0	0				
PARA-PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
ADMINISTRATIVE SUPPORT	23	1	0	0	0	0	0	0	20	2	0	0	0	0	1				
SKILLED CRAFT	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0				
SERVICE/MAINTENANCE	53	29	3	0	0	0	0	2	19	1	1	0	0	0	0				
TOTAL	324	117	16	4	6	0	0	13	148	7	11	15	0	1	2				
PROMOTIONS																			
OFFICIALS/ADMINISTRATORS	3	1	0	0	0	0	0	0	2	0	0	0	0	0	0				
PROFESSIONALS	47	10	2	1	2	0	0	3	27	2	2	1	0	0	0				
FACULTY	61	24	0	1	3	0	1	3	27	1	1	4	0	0	0				
TECHNICIANS	7	2	1	0	0	0	0	1	4	0	0	0	0	1	0				
PROTECTIVE SERVICES	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0				
PARA-PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
ADMINISTRATIVE SUPPORT	15	0	1	0	0	0	0	1	14	0	0	0	0	0	0				
SKILLED CRAFT	2	1	0	0	0	0	0	0	1	0	0	0	0	0	0				
SERVICE/MAINTENANCE	20	17	0	0	0	0	0	0	3	0	0	0	0	0	0				
TOTAL	158	57	4	3	5	0	1	8	78	3	3	5	0	1	0				
TERMINATIONS																			
OFFICIALS/ADMINISTRATORS	6	3	0	0	0	0	0	1	3	0	0	0	0	0	0				
PROFESSIONALS	129	48	8	0	5	0	0	8	58	3	3	4	0	1	1				
FACULTY	58	27	2	0	3	0	0	9	20	1	1	4	0	0	1				
TECHNICIANS	18	8	1	0	0	0	0	1	7	1	0	1	0	0	0				
PROTECTIVE SERVICES	9	7	0	1	0	0	0	0	1	0	0	0	0	0	0				
PARA-PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
ADMINISTRATIVE SUPPORT	24	0	0	0	0	0	0	0	23	0	1	0	0	0	0				
SKILLED CRAFT	9	7	0	0	0	0	0	0	2	0	0	0	0	0	0				
SERVICE/MAINTENANCE	49	29	2	0	1	0	0	5	16	1	0	0	0	0	1				
TOTAL	302	129	13	1	9	0	0	24	130	6	5	9	0	1	3				

Applicant Refusal of Positions Offered

Applicant Refusal of Positions Offered

AGENCY:

University of Rhode Island

DATE: 07/01/17 - 06/30/18

EEO Job Categories	Total Applicants	Number Disabled	Number Veterans	Number Minority	Number Female	Male						Female											
						White	%	Black	%	Hispanic	%	Asian/Pacific Islander	%	America n Indian Alaskan	%	White	%	Black	%	Hispanic	%	Asian/Pacific Islander	%
Officials/Managers Administrators	0			0	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Professionals	4	1		1	2	1	25%		0%	1	25%		0%	0	0%	2	50%		0%		0%		0%
Faculty	5			2	4	1	20%		0%		0%	0	0%		0%	2	40%		0%	2	40%		0%
Technicians	2			0	2	0	0%		0%		0%		0%		0%	2	100%		0%		0%		0%
Protective Services	0			0	0		0%		0%		0%		0%		0%		0%		0%		0%		0%
Para-Professionals	0			0	0		0%		0%		0%		0%		0%		0%		0%		0%		0%
Administrative Support	2			0	2	0	0%		0%		0%		0%		0%	2	100%		0%		0%		0%
Skilled Craft	0			0	0		0%		0%		0%		0%		0%		0%		0%		0%		0%
Service Maintenance	5			1	3	1	20%		0%	1	20%		0%		0%	3	60%		0%		0%		0%
Totals	18	1	0	4	13	3	17%	0	0%	2	11%	0	0%	0	0%	11	61%	0	0%	2	11%	0	0%
Total Percent:																							
Minority: 22.2%																							
Female: 72.2%																							
Disabled: 5.6%																							
Veterans: 0.0%																							

Affirmative Action Statistical Summary

Annual Affirmative Action Statistical Summary																			
AGENCY: University of Rhode Island										Date: 7/1/17 - 6/30/18									
BEP-4 Job Categories	CURRENT										DIFFERENCE +/-								
	WHITE MALE	MINORITY	FEMALE	DISABLED	VETERANS	BLACK	HERNAN	AMERICAN INDIAN	ASIAN PACIFIC	TOTAL EMPLOYEES	WHITE MALE	MINORITY	FEMALE	DISABLED	VETERANS	BLACK	HERNAN	AMERICAN INDIAN	ASIAN PACIFIC
Administrative	68	33	7	30	1	6	6	0	1	65	36	7	29	1	6	6	0	0	1
Professors	947	283	131	588	6	25	50	24	5	933	366	127	567	6	26	49	21	5	52
Faculty	747	295	147	370	6	15	21	24	3	733	380	142	353	5	25	18	22	3	96
Technicians	102	39	8	60	2	4	3	1	1	102	43	11	59	1	5	4	2	1	4
Professional Services	54	39	6	9	1	11	3	2	0	56	47	6	9	1	9	3	2	0	1
Non-Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	259	13	15	245	3	6	6	3	4	275	12	13	263	4	3	4	4	2	-16
Sales Clerk	32	29	2	1	1	1	0	1	0	35	33	2	2	1	1	0	1	0	1
Service Maintenance	478	241	43	208	9	19	15	8	10	478	274	41	204	9	23	14	7	10	10
Total Employees	2687	982	359	1511	29	87	104	63	23	2677	1191	349	1486	28	98	97	59	23	167
Current Workforce: As of 06/30/2018																			
Last Year's Workforce: As of 06/30/2017																			
Difference: Increases or Decreases																			
Goals: Numerical projections, July 1, 2017 To June 30, 2018																			
for employment of minorities and women.																			
Percent										Termination Percent									
15.91% Minority Applicants										Total Current Workforce Percent									
18.21% Minority Hiring										Goals Met									
										13.36% Minority									
										56.23% Female									
										1.08% Disabled									
										3.24% Veterans									
										3.87% Black									
										2.34% Hispanic									
										0.86% American Indian									
										6.29% Asian Pacific									

Job Group Analysis Summary

Job Group Analysis Summary

[illegible]

Job Group Analysis – Officials

EEO JOB Category		Officials				DATE: Filled Positions As of July 1, 2018											
JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Male						Female					
						Total Male	White	Black	Hispanic	Asian/Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/Pacific Islander	American Indian Alaskan
Asst Vice Pres, Business Serv	20	1	0			1	1					0					
Asst Vice Pres, Hum Res Admin	18	1	0			0						1	1				
Asst Vp, Stu Affrs & Dir, HRL	18	1	0			1	1					0					
Assoc Controller	17	3	0			0						3	3				
Assoc Dean, Arts & Sciences	18	2	0			0						2	2				
Assoc Dean, Business Adm	19	2	1		1	2	1			1		0					
Assoc Dean, CELS/Academic Pgms	18	1	0			0						1	1				
Assoc Dean, CELS/Research	18	1	0			0						1	1				
Assoc Dean, Coll of Ed&ProfStd	17	1	0			0						1	1				
Assoc Dean, Engr/Research	19	1	0			1	1					0					
Assoc Dean, Grad School	18	1	0			0						1	1				
Assoc Dean, GSO	18	1	0			1	1					0					
Assoc Dean, Nursing	17	1	0			0						1	1				
Assoc Dean, Pharmacy	19	1	0			0						1	1				
Assoc Dean, CELS/Ext & AgriPrm	18	1	0			0						1	1				
Assoc Dean/Dir, HarringtonSchl	18	1	0			1	1					0					
Assoc Vice Pres Student Affairs	19	1	0			0						1	1				
Assoc VP, Comm, Div & Equity	18	1	1			0						1		1			
Assoc VP, Int Prp Mgm/Econ Dev	18	1	0			1	1					0					
Assoc. Dean, Coll of HealthSci	18	2	0			1	1					1	1				
Chief Information Officer	22	1	0			1	1					0					
Chief-of-Staff	16	1	0			0						1	1				
Controller	18	1	0			0						1	1				
Dean, Admissions	19	1	0			0						1	1				
Dean, Arts & Sciences	22	1	0			0						1	1				
Dean, Business Adm	22	1	0			1	1					0					
Dean, CELS	22	1	0		1	1	1					0					
Dean, Coll Ed & Prof Studies	22	1	1			1		1				0					
Dean, College of Hlth Sciences	22	1	0			1	1					0					
Dean, Engr	22	1	0			1	1					0					
Dean, Grad School	22	1	0			1	1					0					
Dean, GSO	22	1	0			1	1					0					
Dean, Nursing	22	1	0			0						1	1				
Dean, Pharmacy	22	1	0			1	1					0					
Dean, Students	18	1	0			1	1					0					
Dean, Univ Col for Aca Success	22	1	0			0						1	1				
Dean, University Libraries	19	1	1			1		1				0					
Dir, Aff Act, Equal Opp & Div	17	1	1			0						1		1			
Dir, Athletics	22	1	0			1	1					0					
Dir, Budget & Fin'l Planning	18	1	0			0						1	1				
Dir, Capital Projects	18	1	0	1		1	1					0					
Dir, Coastal Institute	19	1	0			0						1	1				
Dir, Counseling	17	1	1			1		1				0					
Dir, Dining & Retail Food Sys	17	1	0			1	1					0					
Dir, Enrollment Sys	18	1	1			1		1				0					
Dir, GSO/Administration	18	1	0			1	1					0					
Dir, Health Serv	17	1	0			0						1	1				
Dir, Media & Technology Sys	18	1	0			1	1					0					
Dir, Medical Serv	99	1	0		1	1	1					0					
Dir, Public Safety	17	1	0			1	1					0					
Dir, Univ Computing Systems	18	1	0		1	1	1					0					
Dir, Univ Facilities Services	20	1	0		1	1	1					0					
Executive Director, NERA	18	1	0		1	1	1					0					
General Counsel	18	1	0			1	1					0					
President	99	1	0			1	1					0					
Provost & Vice Pres Acad Aff	99	1	0			1	1					0					
Spec Assnt to Prov/Acad Pln'g	17	1	0			0						1	1				
Vice Pres, Admin & Finance	99	1	0			0						1	1				
Vice Pres, Research & Econ Dev	99	1	0			1	1					0					
Vice Pres, Student Affairs	99	1	0			0						1	1				
Vice Provost, Acadm Per & Bdgt	20	1	0			1	1					0					
Vice Provost, Enrollment Mgmt	20	1	0			1	1					0					
Vice Provost, Faculty Affairs	20	1	0			0						1	1				
SUBTOTAL		68	7	1	6	38	33	4	0	1	0	30	28	2	0	0	0
PERCENTAGES BY CATEGORY:			10.29%	1.47%	8.82%	55.88%	48.53%	5.88%	0.00%	1.47%	0.00%	44.12%	41.18%	2.94%	0.00%	0.00%	0.00%
Black		8.82%															
Hispanic		0.00%															
American Indian		0.00%															
Asian Pacific		1.47%															

Job Group Analysis – Faculty

EEO JOB Category	Faculty					DATE:						Filled Positions As of July 1, 2018					
						Male						Female					
JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan
Professor/Dept Chair	99	26	4			19	16	1		2		7	6			1	
Professor	99	240	42	2	8	155	122	3	5	24	1	85	76	1	1	7	
Professor, Coop Ext	99	1	0			1	1					0					
Professor Clinical	99	9	0		1	3	3					6	6				
Professor Librarian	99	6	0			2	2					4	4				
Professor Research	99	7	0			4	4					3	3				
Distinguished Univ Professor	99	1	0			1	1					0					
Associate Professor/Dept Chair	99	8	0			5	5					3	3				
Associate Professor	99	122	27		1	57	44	1	2	10		65	51	4	5	4	1
Associate Professor Clinical	99	15	1	2		1	1					14	13		1		
Associate Professor Librarian	99	5	1			3	3					2	1			1	
Associate Professor Research	99	7	3		1	4	2			2		3	2			1	
Associate Professor Visiting	99	1	0			1	1					0					
Assistant Professor	99	144	48		1	66	43	5	3	15		78	53	2	2	20	1
Assistant Professor Clinical	99	17	1		1	4	3	1				13	13				
Assistant Professor Librarian	99	1	0			0						1	1				
Assistant Professor Research	99	11	0			3	3					8	8				
Assistant Professor Visiting	99	2	1		1	1		1				1	1				
TeachingProfessor/Dept Chair	99	1	0			1	1					0					
Teaching Professor	99	17	1			8	7		1			9	9				
Senior Lecturer	99	37	8	1	1	12	10		2			25	19		1	5	
Lecturer (Ad Hoc)	99	61	10			23	20	2		1		38	31		1	6	
Lecturer (Temporary)	99	8	0	1		3	3					5	5				
SUBTOTAL		747	147	6	15	377	295	14	13	54	1	370	305	7	11	45	2
PERCENTAGES BY CATEGORY:			19.68%	0.80%	2.01%	50.47%	39.49%	1.87%	1.74%	7.23%	0.13%	49.53%	40.83%	0.94%	1.47%	6.02%	0.27%
Black	2.81%																
Hispanic	3.21%																
American Indian	0.40%																
Asian Pacific	13.25%																

Job Group Analysis - Professionals

EEO JOB Category Professionals

DATE: Filled Positions As of July 1, 2018

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Male						Female					
						Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan
Acad Advisor/CONOnline Prgm	10	1	0			0						1	1				
Acad Advisor/Learning Spec	10	4	1		1	1	1					3	2		1		
Academic Advisor	10	31	13			10	2	8				21	16	4	1		
AcademicTutor/STEM,UCAS/AEC	9	1	0			0						1	1				
Account (Cash Reconciliation)	9	2	2			1		1				1					1
Accountant	20	3	0			0						3	3				
Accountant (Accounts Payable)	9	1	0			0						1	1				
Accountant (Res Receivables)	9	3	0			1	1					2	2				
Adminr, Bookstore	15	1	0			1	1					0					
Admission Advisor	12	7	1			2	1			1		5	5				
Admission Officer	10	4	0			2	2					2	2				
Admission Reader	9	5	2			1		1				4	3	1			
Advisor, International Educ	10	4	1		1	1	1					3	2		1		
Advisor, Pre-Health Prof Prgm	10	1	0			0						1	1				
Analyst, Grants & Contracts	9	3	1			1			1			2	2				
Artist	10	7	1			5	4			1		2	2				
Assnt Adminr, Bookstore	13	1	1			1		1				0					
Assnt Business Mgmt Officer	19	9	0			0						9	9				
Assnt Coach, Mens Baseball	99	1	0			1	1					0					
Assnt Coach, Mens Basketball	99	2	1			2	1	1				0					
Assnt Coach, Mens Ftbl/Def	99	4	2			4	2	2				0					
Assnt Coach, Mens Ftbl/Off	99	3	0			3	3					0					
Assnt Coach, Mens Soccer	99	2	0			2	2					0					
Assnt Coach, Mens Track	99	1	0			1	1					0					
Assnt Coach, Swimming	99	1	0			0						1	1				
Assnt Coach, Women's Basketbl	99	3	2			1	1					2		1			1
Assnt Coach, Womens Rowing	99	2	0			0						2	2				
Assnt Coach, Womens Soccer	99	2	0			1	1					1	1				
Assnt Coach, Womens Softball	99	1	0			0						1	1				
Assnt Coach, Womens Volleybl	99	1	0			1	1					0					
Assnt Coach, WomenScc/Trk/Fld	99	1	0			1	1					0					
Assnt Controller	16	1	0			1	1					0					
Assnt Dean of Stu/Stu Engagemt	14	1	0			1	1					0					
Assnt Dean, A & S/Instruction	14	1	0			1	1					0					
Assnt Dean, A & S/Studnt Affrs	14	1	1			0		1				0					
Assnt Dean, Admissions	16	1	0			0						1	1				
Assnt Dean, Business Adm	14	1	0			0						1	1				
Assnt Dean, CELS/Stu Affairs	14	1	1			0						1		1			
Assnt Dean, CollEd&ProfStidies	14	1	1			0						1			1		
Assnt Dean, Engineering	14	1	0			1	1					0					
Assnt Dean, HSS	14	1	0			0						1	1				
Assnt Dean, Nursing	14	1	0			0						1	1				
Assnt Dean, Pharm/Stu Affairs	14	1	0			0						1	1				
Assnt Dean, Studnt Access Inc	14	1	0			0						1	1				
Assnt Dean, Univ College	14	1	0			0						1	1				
Assnt Dir HRLAssgmnmt&OccupMgt	12	1	0			1	1					0					
Assnt Dir, AA, Equal Opp & Div	13	1	1			1		1				0					
Assnt Dir, Adm/Cmpus Visit Exp	13	1	0			0						1	1				
Assnt Dir, Admissns (Trnsfers)	13	1	0			0						1	1				
Assnt Dir, Alumni/Finance	13	1	0			0						1	1				
Assnt Dir, Assess&Comm(TalDev)	12	1	0			0						1	1				
Assnt Dir, Campus Pln'g & Des	14	1	1			0						1				1	
Assnt Dir, Cap Proj	15	1	0			1	1					0					
Assnt Dir, CELS/Div, Rec, Retn	12	1	1			0						1		1			
Assnt Dir, Coastal Res Center	14	1	0			0						1	1				
Assnt Dir, COE/Div, Rec, Retn	12	1	1			1		1				0					
Assnt Dir, Communications	13	1	0			1	1					0					
Assnt Dir, Compliance	9	1	0			0						1	1				
Assnt Dir, Counseling	15	1	0			1	1					0					
Assnt Dir, Disability Services	11	1	0			0						1	1				
Assnt Dir, Enrollment Services	12	5	0			2	2					3	3				
Assnt Dir, Fac Svs/Cust Svs	13	1	0			1	1					0					
Assnt Dir, Fac Svs/L & G	15	1	0			0						1	1				
Assnt Dir, Fac Svs/M & R	15	1	0	1		1	1					0					
Assnt Dir, Fac Svs/Utilities	15	1	0			1	1					0					
Assnt Dir, Finl Admin/Fac Svs	14	1	1			1		1				0					

EEO JOB Category Professionals

DATE: Filled Positions As of July 1, 2018

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Male						Female					
						Total Male	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaskan	Total Female	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaskan
Assnt Dir, HRL/Ap Lv & Spc Hsg	12	1	0			0						1	1				
Assnt Dir, HRL/Automation Svcs	12	1	0			1	1					0					
Assnt Dir, IEP	12	1	0			0						1	1				
Assnt Dir, Inter Educ & NSE	12	1	0			1	1					0					
Assnt Dir, Mem Union	13	1	0			1	1					0					
Assnt Dir, Mem Union/Fiscal	12	1	0			0						1	1				
Assnt Dir, NBC/Inner Space Ctr	15	1	0			1	1					0					
Assnt Dir, Ntl Fishps & Ac Ops	12	1	0			0						1	1				
Assnt Dir, Off Int Ed/STSOC	12	1	0			0						1	1				
Assnt Dir, Off of Marine Prgm	13	1	0			1	1					0					
Assnt Dir, Off/Stratgc Initiative	14	1	0			1	1					0					
Assnt Dir, Online Education	14	1	0			0						1	1				
Assnt Dir, Outrch & Intrvntn	13	1	1			0						1		1			
Assnt Dir, Prehealth Professns	12	1	0			1	1					0					
Assnt Dir, Pub/Design Serv	12	1	0			0						1	1				
Assnt Dir, Rem Sngs Ocean Lab	15	1	0			1	1					0					
Assnt Dir, SBDC	12	1	0			0						1	1				
Assnt Dir, Sea Grant Coll Prgm	14	1	0			1	1					0					
Assnt Dir, SLOAA	14	1	0			0						1	1				
Assnt Dir, Spcl Progs Tal Dev	12	2	1	1		2	1				1	0					
Assnt Dir, Sponsored Projects	12	2	0			0						2	2				
Assnt Dir, Staffing & Develpmnt	12	1	0			0						1	1				
Assnt Dir, Stu Leadership Dev	13	1	0			0						1	1				
Assnt Dir, Stu Lf Inv & ExpLmg	13	1	0			0						1	1				
Assnt Dir, Stu Lf/Women's Ctr	12	1	0			1	1					0					
Assnt Dir, Subst Abuse Prev Sv	11	1	0			0						1	1				
Assnt Dir, SumSess/J-Trm Prgm	13	1	0			1	1					0					
Assnt Dir, WAJ/Env Educ Ctr	13	1	0			1	1					0					
Assnt Dir, Emerg Mgmt/Pub Sfty	15	1	0			1	1					0					
Assnt Legal Counsel	16	1	0			1	1					0					
Assnt Mgr, Payroll	10	1	0			0						1	1				
Assnt to Prv/Glbl Strat/AcPtnr	13	1	0			0						1	1				
Assnt Univ Purchasing Agent	10	4	1			1	1					3	2		1		
Assnt. Dir, Community Standrds	11	2	0			1	1					1	1				
Assnt. Dir, Experiential Ed	12	1	0			0						1	1				
Assnt. Dir, Testing Center	11	1	0			0						1	1				
Assnt.Dir., Admin & Commctn	13	1	0			1	1					0					
Assoc Admin, Food Services	14	2	0			1	1					1	1				
Assoc Athletic Therapist	9	8	0		1	4	4					4	4				
Assoc Coastal Resources Mgr	16	5	0			1	1					4	4				
Assoc Dean of Stu/Commun Stand	15	1	0			0						1	1				
Assoc Dir, Ath/Admin & SWA	14	2	0			1	1					1	1				
Assoc Dir, Ath/Bus & Personnel	14	1	0		1	0						1	1				
Assoc Dir, Ath/Health & Perf	14	1	1			1			1			0					
Assoc Dir, Ath/Facility&Ops	14	1	0			1	1					0					
Assoc Dir, Athletics Compliance	12	1	0			1	1					0					
Assoc Dir, Budget & Fin'l Plng	16	1	0			0						1	1				
Assoc Dir, CELS/Finance	13	1	0			0						1	1				
Assoc Dir, Cntrfr Off/Finl Sys	16	1	0			1	1					0					
Assoc Dir, CPRC	14	1	0			0						1	1				
Assoc Dir, Health Services	14	1	0			0						1	1				
Assoc Dir, HRL	14	1	0			1	1					0					
Assoc Dir, HRL/BussnsOpertns	14	1	0			0						1	1				
Assoc Dir, HRL/ResidentEducatn	14	1	0			0						1	1				
Assoc Dir, IEP	14	1	0			0						1	1				
Assoc Dir, Info Security	16	1	0			1	1					0					
Assoc Dir, MTS/EUS & St Emp Dv	16	1	0			1	1					0					
Assoc Dir, NBC/Inner Space Ctr	17	1	0			0						1	1				
Assoc Dir, Spcl Prgms Tal Dev	13	1	1			0						1			1		
Assoc Dir, UCS/Dept'l Apps	16	1	0			1	1					0					
Assoc Dir, University Events	12	1	0			0						1	1				
Assoc Mar Dev Engineer I	12	2	0			2	2					0					
Assoc Mar Dev Engr	11	1	0			1	1					0					
Assoc Mar Res Scientist	16	5	0			3	3					2	2				
Assoc Mar Scientist	16	1	0			0						1	1				
AssocDir,INP&AsstDean,GRDI	14	1	1			0						1		1			
Asst Director, Faculty Develop	14	1	0			1	1					0					

EEO JOB Category Professionals

DATE: Filled Positions As of July 1, 2018

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Male						Female					
						Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan
Attending Veterinarian	99	1	0			1	1					0					
Bdgt Spc I, Fin'l Analysis	10	4	0			3	3					1	1				
Bdgt Spc III, Fin'l Analysis	14	2	0			0						2	2				
Bus Analyst, Bud & Fin'l Pln'g	10	1	0			0						1	1				
Bus Analyst, Business Svcs	10	1	0			0						1	1				
Bus Analyst, Enrollment Svcs	10	1	0			0						1	1				
Bus Analyst, Off of AAED	10	1	0			0						1	1				
Bus Analyst, Provost Office	10	1	0			0						1	1				
Business Mgr, AHC	12	2	1			0						2	1		1		
Campus Sustainability Officer	13	1	1			0						1				1	
Career Advisor	10	3	1			0						3	2	1			
Career Educ Specialist	10	6	0			2	2					4	4				
Chem Hygiene Officer	11	2	0			0						2	2				
Chem/Hyg/Hazardous Waste Officer	11	1	0			0						1	1				
Chief Accountant	13	5	2			1				1		4	3			1	
Chief Engineer, RV Endeavor	19	1	1			1		1				0					
Chief Mate	5	1	0			1	1					0					
Classif & Compensation Analyst	10	1	1			1		1				0					
Clinical Counselor	13	2	0			0						2	2				
Clinical Laboratory Scientist	27	3	0			0						3	3				
Clinical Psych Nurse Spec-URI	29	1	0		1	0						1	1				
Club Sailing Coach	99	1	0			1	1					0					
Compliance Officer	12	1	0			0						1	1				
Coord of Libr Svcs Prof/Sci Col	25	1	0			0						1	1				
Coord, Accredatd&FullyOnlinePrg	10	1	0			0						1	1				
Coord, Accredtn Assmt Pharm	15	1	0			1	1					0					
Coord, Admission Mkt'g & Adv'g	12	1	0			1	1					0					
Coord, Aquatics	10	1	0			0						1	1				
Coord, Arts&Sci Studnt Affairs	10	1	0			0						1	1				
Coord, ASF/CCE Student Affairs	14	1	0			0						1	1				
Coord, Bsktball Oper/Men's BB	7	1	1			1		1				0					
Coord, Bsktball Oper/Wmn's BB	7	1	0			0						1	1				
Coord, Bsktball Opr/Video/MBB	7	1	1			0		1				0					
Coord, Campus Pln'g & Des	7	1	0			0						1	1				
Coord, CCE/Arts & Culture	10	1	0			1	1					0					
Coord, CELS/Acad Budgets&Prgms	9	1	0			0						1	1				
Coord, CELS/Com Egmt & Otr Pgm	8	1	0			0						1	1				
Coord, CELS/Resrch & Outreach	9	1	0			0						1	1				
Coord, CELS/UG Res & Exper'Lrng	10	1	0			0						1	1				
Coord, CEPS PerfBaseAdmsPrgm	9	1	1			0						1		1			
Coord, Child Development Ctr	15	2	0			0						2	2				
Coord, Chinese Flagship Pgm	10	1	1			0						1				1	
Coord, Coastal Resource Ctr	9	1	0			0						1	1				
Coord, CON/Aca Affrs & Res Adm	8	1	0			0						1	1				
Coord, CON/RN-BS Program	12	1	0			0						1	1				
Coord, Conf/WAJ (Wpcc), Sales	10	1	0			0						1	1				
Coord, Couple/Fam Ther Clin	13	1	0			0						1	1				
Coord, CPRC /Project (Research	9	1	0			0						1	1				
Coord, CRC/Intmat'l Fld Prgms	9	1	0			0						1	1				
Coord, CRC/US Field Programs	11	1	0			0						1	1				
Coord, Data Spark Service Ctr	8	1	0			0						1	1				
Coord, Degree Audit Acad Catlg	10	1	0			1	1					0					
Coord, Dining Svcs/Oper & Train	8	1	0			1	1					0					
Coord, Dining/Access Cntrl Sys	9	1	0			0						1	1				
Coord, Employee Benefits	10	1	0			0						1	1				
Coord, Engr'g/Academic Affairs	11	1	0			0						1	1				
Coord, Environmnt Health&Safety	13	1	0			0						1	1				
Coord, Ery Childhld Jmpstr Pgm	7	1	0			0						1	1				
Coord, Events, CCEE	8	1	0			0						1	1				
Coord, Experient'l Ed Liaison	10	3	0			0						3	3				
Coord, Fin-Wht-You-Started Pgm	7	1	0			0						1	1				
Coord, Fire/Life Safety Oper	12	1	0			1	1					0					
Coord, Fitness/Wellness Prgms	10	1	0			0						1	1				
Coord, GSO/Coastal Res Ctr	12	1	0			0						1	1				
Coord, GSO/ISC(COSEE)	13	1	0			0						1	1				
Coord, GSOCnf,Wkshps,SpEv&AD	7	1	0			0						1	1				
Coord, Harrington School	7	1	0			0						1	1				

EEO JOB Category Professionals

DATE: Filled Positions As of July 1, 2018

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Male						Female					
						Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan
Coord, Health Info Mgmt	11	1	0			0						1	1				
Coord, HealthCommunicatns(AHC)	12	1	0			1	1					0					
Coord, Hep C Real Options(HERO)	7	1	0			0						1	1				
Coord, Hlth Svs/Clin Lab Svs	14	1	0			0						1	1				
Coord, Hlth Svs/Pharm Educ	15	1	0			1	1					0					
Coord, Hnrs Pgm/AsPgm/Ad/Otrch	10	1	0			0						1	1				
Coord, HRL/Educational Pgms	10	1	0	1		0						1	1				
Coord, Inst for Immun & Infmt	7	1	0			0						1	1				
Coord, Int Student Serv	10	1	1			0						1			1		
Coord, Intramural Sports	10	1	0			1	1					0					
Coord, ITS/MTS Bllg&Oper Sys	9	2	0			2	2					0					
Coord, LGBTQ Programs & Svs	9	1	0			0						1	1				
Coord, MBA Programs	12	1	1			0						1			1		
Coord, Med AI Intervention Pgm	14	2	1			0						2	1		1		
Coord, Med Billing&Insurance	11	1	0		1	0						1	1				
Coord, MemU/Oper & Evt Supp Sv	9	1	0			1	1					0					
Coord, MU/Conf, Evt Svs & Mktg	10	1	0	1		0						1	1				
Coord, Music Res & Facilities	10	1	0			1	1					0					
Coord, NBC/Astrobio & Geochem	9	1	0			0						1	1				
Coord, NBC/Facility Operations	12	1	0			1	1					0					
Coord, NFS/Food Sfty Ed & Res	14	1	0			0						1	1				
Coord, Nursing Services	16	1	0			0						1	1				
Coord, Nursing/Clinical Pgms	14	1	0			0						1	1				
Coord, Osher Lfing Lrng Inst	7	1	0			0						1	1				
Coord, Pharm/Cont Prof Dev Pgm	13	1	0			0						1	1				
Coord, Pharm/Prof'l Exper Pgms	16	1	0			1	1					0					
Coord, Plant Biotechnology Lab	10	1	0			0						1	1				
Coord, Property Acquisitions	10	1	0			0						1	1				
Coord, Pub Sfty/Com Otrch & Ed	9	1	0			0						1	1				
Coord, Public Safety Admin	9	1	0			0						1	1				
Coord, Publications/Production	10	1	0			1	1					0					
Coord, Rcyclg & Solid Wste Mgt	11	1	0			0						1	1				
Coord, Rec Svs/Club Sports	10	1	0			1	1					0					
Coord, RI EPSCOR Co-Op Agrmnt	9	1	0			0						1	1				
Coord, RI Inf Disease Res Pgm	10	1	0			0						1	1				
Coord, RI NSF EPSCOR/Com & Out	9	1	0			1	1					0					
Coord, Sailing Pgms & Facil	10	1	0			1	1					0					
Coord, Sea Grant Depository	10	1	0			0						1	1				
Coord, Social Media	10	1	0			1	1					0					
Coord, Space, Exces/Srpls Prop	10	1	0			1	1					0					
Coord, Sports Communication	7	3	0	1		1	1					2	2				
Coord, SPTD/GAP	7	1	1			1		1				0					
Coord, St Lf/Dsblty Sv for Stu	11	2	1			0						2	1	1			
Coord, Stu Invlvmnt & Exp Lrng	11	1	0			1	1					0					
Coord, Student Leadership Pgms	11	3	0			1	1					2	2				
Coord, Talent Development	7	1	0			0						1	1				
Coord, UC/Acad Enhancement Ctr	11	3	0			1	1					2	2				
Coord, UC/Orientation	11	1	1			1				1		0					
Coord, UC/Trans Resource Ctr	11	1	0			1	1					0					
Coord, Univ Summer Sessns Mktg	12	1	0			1	1					0					
Coord, Vio Prev & Advoc Svs	11	1	1			0						1		1			
Coord, WAJ/Env'r'l Ed Ctr Pgms	5	2	0			1	1					1	1				
Coord, Writing Ctr/AEC	10	1	0			0						1	1				
Coord, GblGradPrgmPACAP ResCtr	12	1	1			0						1				1	
Coord, OffGenEd,WrtingURI,UGRes	9	1	0			0						1	1				
Coord,URI Superfund Ctr/STEEP	9	1	0			0						1	1				
Coord, of Student Affairs, CHS	11	1	0			0						1	1				
Coord., Academic Advising	11	1	0			0						1	1				
Coord., Marktg& Memberships	9	1	0			0						1	1				
Coord., NERA	9	1	0			1	1					0					
Criminalist I	11	2	0			1	1					1	1				
Criminalist II	12	6	1		1	4	3	1				2	2				
Criminalist III	12	1	0			0						1	1				
Curator, Fine Arts/Slide Coll	10	1	0			0						1	1				
Curator, Media Resource Center	10	1	0			0						1	1				
Deputy Exec Secretary, UNOLS	13	1	0			0						1	1				
Digital Content Strategist	11	3	0			1	1					2	2				

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Male						Female					
						Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan
Dir, Captl Png & Real Est Dev	16	1	1			1			1			0					
Dir, Comm & Marketing	15	1	0			0						1	1				
Dir, Community & Org'l Dev	15	1	1			0						1		1			
Dir, Ctr for Career & Exp'l Ed	15	1	0			0						1	1				
Dir, DevOps/Data Spark	15	1	0			1	1					0					
Dir, Digitl Forensic Cyber Ctr	16	1	0			1	1					0					
Dir, Div Fac & Staff Recr/Retn	14	1	1			1			1			0					
Dir, Diverse Bus Outrch/RISBDC	12	1	1			1			1			0					
Dir, Feinstein Ctr for Hunger	18	1	0			0						1	1				
Dir, GSO/Marine Operations	16	1	0		1	1	1					0					
Dir, Intel Prpty & Comrcialzn	15	1	0			1	1					0					
Dir, LGBTQ Ctr	13	1	0			0						1	1				
Dir, Lrng, Assessmt & Online Ed	16	1	0			0						1	1				
Dir, MU/Stu Inv/Ctr Ldrshp Dev	16	1	0			1	1					0					
Dir, Multicultural Student Svs	13	1	1			1		1				0					
Dir, Nanotechnology Laboratory	14	1	0			0						1	1				
Dir, NBC/Facilities & Operatio	16	1	0		1	1	1					0					
Dir, NBC/Inner Space Center	18	1	0			1	1					0					
Dir, Off Strategic Initiative	16	1	0			0						1	1				
Dir, Office of Teacher Educ	13	1	0			0						1	1				
Dir, Off of UndrGrdRes/Innov/Ent	14	1	0			0						1	1				
Dir, Personnel Services	16	1	0			0						1	1				
Dir, Phar & Nurs'g/Fin & Admin	13	1	0			0						1	1				
Dir, Psych Consult Ctr	16	1	0			0						1	1				
Dir, Purchasing	15	1	0			0						1	1				
Dir, Research Development	16	1	0			0						1	1				
Dir, RI Sea Grant Program	18	1	0			1	1					0					
Dir, Spcl Progs Tal Dev	16	1	1			1					1	0					
Dir, Sponsored & Cost Acctg	14	1	0			0						1	1				
Dir, Sponsored Projects	16	1	1			0						1		1			
Dir, State Crime Laboratory	16	1	0			1	1					0					
Dir, Stu Affrs/Rec Pgms & Svs	14	1	0		1	0						1	1				
Dir, UC/New Stu Pgms, Orient'n	13	1	0			0						1	1				
Dir, Univ Res Ext'l Relations	14	1	0			0						1	1				
Dir, University Events	14	1	0			0						1	1				
Dir, URI/Small Bus Dev Ctr	12	4	1			4	3			1		0					
Dir, WAJC	15	1	0			0						1	1				
Dir, Women's Ctr	14	1	0			0						1	1				
Dir., Bus Svs/Fin & Admin	14	1	0			0						1	1				
Director, Data Spark	17	1	0			0						1	1				
Diving Safety Officer	12	1	0			0						1	1				
Editor	11	4	0			0						4	4				
Editor-In-Chief	12	1	0			0						1	1				
Educ III	14	1	0			0						1	1				
Educ IV	16	2	0			1	1					1	1				
Electrical Materials Engineer	13	1	0			1	1					0					
Enrollment Services Officer	10	7	1			0						7	6	1			
Event Assistant	5	1	0			0						1	1				
Exec Bus Analyst/Adm & Bus Svs	17	1	0			0						1	1				
Exec Bus Analyst/Adm & Bus Svs	15	1	0			0						1	1				
Exec Dir, Alumni Rel/Secy Assn	15	1	0			0						1	1				
Exec Dir, External Rel & Commu	18	1	0			0						1	1				
Exec Dir, RI Small Bus Dev Ctr	14	1	0			1	1					0					
Executive Chef	12	1	0			1	1					0					
Executive Secretary, UNOLS	17	1	0			1	1					0					
Export Control Officer	13	1	0			1	1					0					
Facility Security Officer	11	1	0			0						1	1				
Financial Reporting Analyst	13	1	0			0						1	1				
First Assistant Engineer	5	2	0		1	2	2					0					
Fiscal Management Officer	26	1	0			0						1	1				
Hall Director	5	2	0			1	1					1	1				
Hall Director II	7	3	1			2	2					1				1	
Head Coach, Athletic Bands	99	1	0			1	1					0					
Head Coach, Golf	99	1	0			1	1					0					
Head Coach, Men's Basketball	99	1	1			1		1				0					
Head Coach, Men's Ice Hky Club	99	1	0			1	1					0					
Head Coach, Mens Baseball	99	1	0			1	1					0					

EEO JOB Category Professionals

DATE: Filled Positions As of July 1, 2018

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Male						Female					
						Total Male	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaskan	Total Female	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaskan
Head Coach, Mens Football	99	1	0			1	1					0					
Head Coach, Mens Soccer	99	1	0			1	1					0					
Head Coach, Mens Track	99	1	0		1	1	1					0					
Head Coach, Strength & Cndtn'g	99	1	1			1		1				0					
Head Coach, Women's Basketball	99	1	1			0						1		1			
Head Coach, Women's Rowing	99	1	0			0						1	1				
Head Coach, Women's Soccer	99	1	0			0						1	1				
Head Coach, Women's Softball	99	1	0			0						1	1				
Head Coach, Womens Tennis	99	1	0			1	1					0					
Head Coach, Womens Track	99	1	0			0						1	1				
Head Coach, Womens Volleyball	99	1	0			1	1					0					
Head Equipment Mgr/Athletics	10	1	0			1	1					0					
Human Resources Analyst I	26	2	0			0						2	2				
Industrial Hygienist	11	1	0			0						1	1				
Lab Mgr, Inst for Imm & Inform	10	1	0			0						1	1				
Laboratory Manager, CMB	10	1	1			0						1				1	
Lead Database Support Tech	14	4	1			3	2			1		1	1				
Lead Information Technologist	14	19	2		1	14	12		1	1		5	5				
Lead Programmer Analyst	14	12	1			5	4			1		7	7				
Librarian	18	1	0			0						1	1				
Lm'g Spec/Dev Tutor (Stu Ath)	10	1	0			0						1	1				
Manager, Business (GARIN)	11	1	0			0						1	1				
Manager, Business, RI-INBRE	11	1	1			0						1			1		
Marine Research Assistant II	3	2	0			0						2	2				
Marine Research Assistant III	5	1	0			0						1	1				
Marine Research Assistant IV	7	1	0			0						1	1				
Marine Research Associate II	10	1	0			0						1	1				
Marine Research Associate III	12	8	0			2	2					6	6				
Marine Research Associate IV	14	6	0			3	3					3	3				
Marine Research Specialist I	5	2	0			0						2	2				
Marine Research Specialist II	7	6	2			3	2			1		3	2	1			
Marine Research Specialist III	9	9	0			3	3					6	6				
Marine Research Specialist IV	11	3	0			0						3	3				
Marine Research Specialist V	13	7	0			2	2					5	5				
Master	20	1	0			1	1					0					
Mate	4	2	0		1	2	2					0					
Mechanical Engineer	15	1	0			1	1					0					
Mgr, Acct'g	12	3	0			1	1					2	2				
Mgr, Acct'g (PSoft Mgmt Sys)	12	1	0			1	1					0					
Mgr, Advancement Services	14	1	0			1	1					0					
Mgr, Agronomy/Turf/East Farm	10	1	0			1	1					0					
Mgr, Arts & Sciences/Business	13	1	0			0						1	1				
Mgr, Athletics/Business	11	1	0			0						1	1				
Mgr, Bio Sci Undergrad Labs	11	2	1			0						2	1		1		
Mgr, Business, i Cubed	12	1	0			0						1	1				
Mgr, Business/CBA	12	1	0			0						1	1				
Mgr, CELS/Comp & Info Technlgy	14	1	1			1				1		0					
Mgr, Chem Undergrad Lab	11	1	0			1	1					0					
Mgr, Classrm Media Assistance	15	1	0			1	1					0					
Mgr, COBRE/iCubed	10	1	0			0						1	1				
Mgr, Conf & Spec Prgm Dev	14	1	0			1	1					0					
Mgr, Construction Projects I	12	2	0			2	2					0					
Mgr, Construction Projects II	14	2	0			2	2					0					
Mgr, Costume Shop/Theatre Dept	8	1	0			0						1	1				
Mgr, CrbriAmyldAngioResPrgm	14	1	0			0						1	1				
Mgr, Dining	10	2	0			1	1					1	1				
Mgr, Engineering/Business	12	1	0			0						1	1				
Mgr, Engineering/Computer Svs	14	1	0		1	1	1					0					
Mgr, GSO/UNOLS Tech Support	12	1	0			0						1	1				
Mgr, High PerfrmnceComputngSys	15	1	0			1	1					0					
Mgr, Human Sci & Serv/Business	12	1	0			0						1	1				
Mgr, Instr'l Tech & Media Svs	15	1	0			0						1	1				
Mgr, Internet Technology	15	1	1			0						1				1	
Mgr, ITS Business Operations	12	1	0			1	1					0					
Mgr, Kinesiology Lab	10	1	0			0						1	1				
Mgr, Lab (Ryan Institute)	11	1	0			0						1	1				
Mgr, Lab (Veterinary)	10	1	0			0						1	1				

EEO JOB Category Professionals

DATE: Filled Positions As of July 1, 2018

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Male						Female					
						Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan
Mgr, Lands & Grounds	11	1	0			1	1					0					
Mgr, Marine Operations	12	1	0		1	1	1					0					
Mgr, Marketing & Advertising	13	2	0			0						2	2				
Mgr, NBC/GSO Business	13	1	0			0						1	1				
Mgr, Parking Svs & Transportatn	11	1	0		1	1	1					0					
Mgr, Payroll	13	1	0			0						1	1				
Mgr, Peckham Farm	10	1	0			1	1					0					
Mgr, Pgms/GSO, Arch'I Ocean	13	1	0			0						1	1				
Mgr, Pharm/Technology Services	15	1	0			1	1					0					
Mgr, Pharmacy/Business	12	1	0			0						1	1				
Mgr, Physics Labs	11	1	1			1				1		0					
Mgr, Ram Cmptrs, Tech & Sv Ctr	10	1	0			1	1					0					
Mgr, Reconciliation	12	2	0			0						2	2				
Mgr, Research Info Systems	14	1	1			1				1		0					
Mgr, RITES Pgm Project	10	1	0			1	1					0					
Mgr, St Loans & Acct Rec(Misc)	12	1	0			0						1	1				
Mgr, Sys Dev & NBC Comp Ctr	15	1	0			1	1					0					
Mgr, Turfgrass & Athl Grnds	11	1	0			1	1					0					
Mgr, UCS/Applicatn Support Svs	15	2	1			0						2	1			1	
Mgr, UCS/Internal Systems	15	1	0			0						1	1				
Mgr, Univ Comp Sys/Database Svs	15	1	0			0						1	1				
Mgr, Univ. Library/Business	12	1	0			1	1					0					
Mgr, Util & Environmntl Comp II	14	1	0			1	1					0					
Mgr, WAJ/Nights & Weekends	9	1	0			1	1					0					
Mgr, Water System	12	1	0			1	1					0					
Mgr, Web Communications	13	1	0			1	1					0					
Network Manager	15	1	0			1	1					0					
Nurse Practitioner	16	3	0			0						3	3				
Ocean Engineer	11	1	0		1	1	1					0					
Pharmacist	14	1	0			1	1					0					
Physician	99	2	0		1	1	1					1	1				
Port Engineer	14	1	0			1	1					0					
Post-Doctoral Fellow	99	44	25			21	8	3	2	8		23	11		1	11	
Professor/Exec Dir, IEP	99	1	0			0						1	1				
Registered Nurse A	20	9	0			0						9	9				
Registered Nurse B	21	2	0			1	1					1	1				
Res Assoc/Data Analyst II	11	4	1			1	1					3	2			1	
Res Assoc/Data Analyst III	12	1	0			0						1	1				
Res Assoc/Data Analyst IV	13	1	0			0						1	1				
Research Assistant I	1	5	1			2	2					3	2			1	
Research Assistant II	3	8	1			1	1					7	6			1	
Research Assistant III	5	9	1			2	1			1		7	7				
Research Assistant IV	7	4	1			1	1					3	2		1		
Research Associate I	7	12	0			1	1					11	11				
Research Associate II	9	16	2			3	3					13	11		1	1	
Research Associate III	11	15	1		1	4	3			1		11	11				
Research Associate IV	13	25	1		2	11	10			1		14	14				
Rgnl Admsn Adv, NJ&M-Atl Reg	12	1	0			1	1					0					
Risk Manager	11	1	1			0						1					1
Senior Assoc Dir, Enrlmnt Svs	16	5	0			3	3					2	2				
Senior Business Analyst	12	2	0			1	1					1	1				
Senior Coastal Resources Mgr	17	1	0			1	1					0					
Senior Information Technolgst	12	19	4			13	11	1		1		6	4		1	1	
Senior Progr Analyst	12	4	1			0						4	3			1	
Senior Progr Consultant	12	1	0			1	1					0					
Senior Tech Programmer	14	11	1	1	2	9	8			1		2	2				
Spec Assnt to VP/Info Tech Svs	14	1	0			1	1					0					
Spec I, School of Education	10	1	0			0						1	1				
Spec II, Ed & Soc Pol & Pgms	12	1	0			0						1	1				
Spec II, Grants & Contracts	9	3	0		1	0						3	3				
Spec II, Urban Field Ctr	12	1	0			0						1	1				
Spec, Aquatics	8	1	0			0						1	1				
Spec, Campus Rec/Ftns & Wlms	8	1	0			0						1	1				
Spec, Chem Invt & Lab Equip	12	1	0			1	1					0					
Spec, Coastal Institute	12	1	0			0						1	1				
Spec, CRC/Public Info & Comm	12	2	0			1	1					1	1				
Spec, Experiential Education	8	1	0			0						1	1				

EEO JOB Category Professionals

DATE: Filled Positions As of July 1, 2018

JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Male						Female					
						Total Male	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaskan	Total Female	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaskan
Spec, Faculty Senate	9	1	0			0						1	1				
Spec, Financials Functnl Sup	12	1	0			0						1	1				
Spec, GEMSNET/Mid Sch Sci Educ	10	2	0			0						2	2				
Spec, Grants & Contracts (AHC)	10	1	0			1	1					0					
Spec, Honors Program	7	1	1			0						1				1	
Spec, IACUC/IBC Compliance	9	1	0			0						1	1				
Spec, IRB/RCR Compliance	9	1	0			0						1	1				
Spec, Nutrition	11	2	0			0						2	2				
Spec, Osher Lifelong Lmg Inst	5	1	0			0						1	1				
Spec, Public Info & Comm	12	2	0			0						2	2				
Spec, RI-INBRE/Outreach	9	1	0			0						1	1				
Spec, Substance Abuse (Clin)	13	1	0			0						1	1				
Spec, University Events	10	2	0			0						2	2				
Spec, Video Production	11	1	0			1	1					0					
Spec,Com,NWMdia&EvntsGARIN	12	1	0			0						1	1				
Spec,SumSess&URIWInter JTerm	8	1	0			0						1	1				
Sr Digital Content Strategist	12	1	0			0						1	1				
Staff Physician, Clinical Prac	99	2	0			1	1					1	1				
Strength & Conditioning Coach	99	2	0			2	2					0					
Supvr Emp Rel Officer	28	1	0			0						1	1				
Supvr, New Media	9	1	0			0						1	1				
Teacher, Child Development Ctr	11	10	0			0						10	10				
Tech II	9	1	0			0						1	1				
Tech Support Spec I	28	1	0			1	1					0					
Tech, Dig'l Initiats/Univ Lib	7	1	0			0						1	1				
Technical Programmer	12	1	0			1	1					0					
University Landscape Architect	13	1	0			0						1	1				
University Photographer	11	1	0			0						1	1				
University Psychologist	14	6	0			2	2					4	4				
Writer	10	2	0			1	1					1	1				
SUBTOTAL		947	131	6	25	359	293	31	8	25	2	588	523	19	16	27	3
PERCENTAGES BY CATEGORY:			13.83%	0.63%	2.64%	37.91%	30.94%	3.27%	0.84%	2.64%	0.21%	62.09%	55.23%	2.01%	1.69%	2.85%	0.32%

Black 5.28%
Hispanic 2.53%
American Indian 0.53%
Asian Pacific 5.49%

Job Group Analysis – Administrative Support

EEO JOB Category		Administrative Support										DATE:	Filled Positions As of July 1, 2018					
						Male						Female						
JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	
Admin Asstnt III	6	1	0			0						1	1					
Asst Administrative Officer	21	5	0	1		1	1					4	4					
Chief Clerk	16	1	0			1	1					0						
Coord, Facilities Services	7	1	0			0						1	1					
Coord, Hlth Svcs/Admin Svcs	7	1	0			0						1	1					
Data Control Clerk	15	3	0			0						3	3					
Data Entry Operator	10	1	1			0						1			1			
Enrollment Svcs Representative	15	20	1		2	2	2					18	17	1				
Executive Assistant I	7	21	0		1	1	1					20	20					
Executive Assistant II	8	11	2			0						11	9		1		1	
Fiscal Clerk	14	50	3	1		2	1	1				48	46			1	1	
Higher Ed Admin Asst II	15	7	0			0						7	7					
Higher Ed Fin Off Preaud Clk	17	13	0		2	1	1					12	12					
Higher Ed Pyrl Off Preaud Clk	17	7	0			1	1					6	6					
Information Aide	15	11	0	1		0						11	11					
Information Svcs Tech I	16	17	2			3	3					14	12	1	1			
Legal Assistant	8	1	0			0						1	1					
Medical Records Clerk	11	5	0			0						5	5					
Medical Records Codr/Abstrctr	18	1	0			0						1	1					
Personnel Aide	19	1	0			0						1	1					
Principal Clerk	12	1	1			0						1					1	
Principal Clerk Stenographer	13	2	0			0						2	2					
Senior Clerk Stenographer	10	1	1			0						1				1		
Sr Enrollment Svcs Reprsntative	16	5	1			1	1					4	3				1	
Sr Reconciliation Clerk	14	2	0			0						2	2					
Sr Word Processing Typist	12	66	2		1	1	1					65	63	2				
Supervising Pre Audit Clerk	21	2	0			0						2	2					
Supvr of Housekeeping Svcs	22	1	0			0						1	1					
Teller	15	1	1			0						1		1				
SUBTOTAL		259	15	3	6	14	13	1	0	0	0	245	231	5	3	2	4	
PERCENTAGES BY CATEGORY:			5.79%	1.16%	2.32%	5.41%	5.02%	0.39%	0.00%	0.00%	0.00%	94.59%	89.19%	1.93%	1.16%	0.77%	26.67%	
Black		2.32%																
Hispanic		1.16%																
American Indian		1.54%																
Asian Pacific		0.77%																

Job Group Analysis – Technical Support

EEO JOB Category		Technical									DATE:	Filled Positions As of July 1, 2018							
						Male						Female							
JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan		
Animal Techn	3	1	0			0						1	1						
Building Construction Inspectr	20	1	0			1	1					0							
Capt, Res Vessel	9	1	0			1	1					0							
Capt, Small Boats	9	1	0			1	1					0							
Community Nutrition Assistant	25	3	3			0						3		1	1		1		
Compositor	12	2	0			1	1					1	1						
Coord, Alarms	11	1	0			1	1					0							
Coord, Food Service Systems	10	1	0			0						1	1						
Electronic Digital Technician	20	1	0			1	1					0							
Emergency Mgmt Specialist	22	1	0			1	1					0							
Employee Benefits Specialist	22	2	0			0						2	2						
Food Service Administrator	22	6	0			1	1					5	5						
Human Resource Technician	22	1	0			0						1	1						
Information Svs Tech II	20	6	1	1		0						6	5	1					
Information Technologist	10	10	2	1	1	8	6			2		2	2						
Lab Techn II	11	1	0			1	1					0							
Licensed Practical Nurse	17	3	0			1	1					2	2						
Medical Assistant	20	2	0			0						2	2						
Mgr, Energy Mgmt Cntrl Sys	12	1	0			1	1					0							
Network Technician II	10	2	0		1	2	2					0							
Network Technician III	12	3	1		1	3	2	1				0							
Network Technician IV	14	2	0			2	2					0							
Prin Computer Operator/URI	24	3	0		1	2	2					1	1						
Programmer Analyst	10	2	0			1	1					1	1						
Scientific Research Grant Asst	16	23	0			0						23	23						
Ships Technician IV	13	1	0			0						1	1						
Ships Technician V	14	1	0			1	1					0							
Sr Food Service Administrator	26	1	0			1	1					0							
Systems Support Technician I	18	1	0			0						1	1						
Tech I	7	3	1			0						3	2			1			
Tech III	11	6	0			5	5					1	1						
Tech Staff Assistant	20	5	0			3	3					2	2						
Tech, Env'l Mgmt Controls Sys	10	1	0			1	1					0							
Tech, Fire & Life Safety	9	2	0			2	2					0							
Technologist, Imaging Svs	9	1	0			0						1	1						
SUBTOTAL		102	8	2	4	42	39	1	0	2	0	60	55	2	1	1	1		
PERCENTAGES BY CATEGORY:			7.84%	1.96%	3.92%	41.18%	38.24%	0.98%	0.00%	1.96%	0.00%	58.82%	53.92%	1.96%	0.98%	0.98%	0.98%		
Black	2.94%																		
Hispanic	0.98%																		
American Indian	0.98%																		
Asian Pacific	2.94%																		

Job Group Analysis - Skilled Craft

EEO JOB Category		Skilled Craft				DATE: Filled Positions As of July 1, 2018											
						Male						Female					
JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan
Carpenter	14	2	0	1		2	2					0					
Electrician	16	8	0			8	8					0					
Licensed Steamfitter	15	1	0			1	1					0					
Locksmith I	15	2	0			2	2					0					
Locksmith II	20	1	0			1	1					0					
Mason	14	1	0			1	1					0					
Offset Pressperson	12	2	1			2	1		1			0					
Painter	14	7	0			6	6					1	1				
Plumber	16	6	1			6	5			1		0					
Plumber/Water Treatment Oper	18	2	0		1	2	2					0					
SUBTOTAL		32	2	1	1	31	29	0	1	1	0	1	1	0	0	0	0
PERCENTAGES BY CATEGORY:			6.25%	3.13%	3.13%	96.88%	90.63%	0.00%	3.13%	3.13%	0.00%	3.13%	3.13%	0.00%	0.00%	0.00%	0.00%
Black	0.00%																
Hispanic	3.13%																
American Indian	0.00%																
Asian Pacific	3.13%																

Job Group Analysis – Protective Services

EEO JOB Category		Protective Services				DATE:						Filled Positions As of July 1, 2018					
						Male						Female					
JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaskan
Admin Univ Police Captain	13	1	0			1	1					0					
Campus Patrol Person	15	17	3	1	4	15	12	2	1			2	2				
Campus Police Officer	17	1	0			1	1					0					
Fire/Burglar Alarm Tech (URI)	18	3	0			2	2					1	1				
Public Safety Dispatcher (URI)	16	6	0			3	3					3	3				
Ram Van Driver	1	2	0			1	1					1	1				
University Police Corporal	11	2	0			1	1					1	1				
University Police Lieutenant	12	2	0		1	2	2					0					
University Police Major	14	1	0			1	1					0					
University Police Officer I	7	1	0			1	1					0					
University Police Officer II	10	14	3		6	14	11	1	1	1		0					
University Police Sergeant	11	4	0			3	3					1	1				
SUBTOTAL		54	6	1	11	45	39	3	2	1	0	9	9	0	0	0	0
PERCENTAGES BY CATEGORY:			11.11%	1.85%	20.37%	83.33%	72.22%	5.56%	3.70%	1.85%	0.00%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%
Black	5.56%																
Hispanic	3.70%																
American Indian	0.00%																
Asian Pacific	1.85%																

Job Group Analysis – Service Maintenance

EEO JOB Category		Service/Maintenance				DATE:						Filled Positions As of July 1, 2018					
						Male						Female					
JOB TITLE	GRADE	TOTAL EMPLOYEES	TOTAL MINORITIES	TOTAL DISABLED	TOTAL VETERANS	Total Male	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan	Total Female	White	Black	Hispanic	Asian/ Pacific Islander	American Indian Alaskan
A/B Seaman, RV Endeavor	2	7	0			7	7					0					
Arborist	13	3	0			3	3					0					
Asstn Bldg & Grounds Officer	24	1	0			1	1					0					
Bakery Supervisor	18	1	0			0						1	1				
Bookstore Clerk	9	5	1			1	1					4	3		1		
Bosun/RV Endeavor	3	1	0			1	1					0					
Building Maint Supervisor	18	1	1			1					1	0					
Building Superintendent	18	9	0			4	4					5	5				
Central Mail Room Clerk	11	5	0			2	2					3	3				
Chief of Constr & Maint Oprtns	28	1	0			1	1					0					
Cook	12	20	0		1	13	13					7	7				
Cook's Helper	9	91	9	1		26	24			1	1	65	58	1	1	5	
Copying Machine Operator	10	1	0			0						1	1				
Diesel Truck & Hvy Equip Mech	18	5	0			5	5					0					
Electrician Supervisor	20	1	0			1	1					0					
Grounds Superintendant	17	1	0		1	1	1					0					
Groundskeeper	11	10	2			10	8	1			1	0					
Heavy Motor Equip Operator	14	2	0			2	2					0					
Higher Ed Admin Asst I	12	3	0			0						3	3				
Housekeeper	10	171	20	6	7	81	66	8	4	1	2	90	85		2	1	2
HVAC Shop Supervisor	20	2	0			2	2					0					
Laborer	8	6	1			6	5	1				0					
Landscape Maintnce Tech	16	8	0			7	7					1	1				
Maintenance Superintendent	22	6	1			6	5	1				0					
Mech1 & Elec1 Shop Supvr	26	3	0		2	3	3					0					
Messman	1	2	1		1	2	1	1				0					
Motor Equipment Operator	11	2	0	1		2	2					0					
Principal Cook	18	6	0	1		4	4					2	2				
Principal Janitor	15	3	0			1	1					2	2				
Prop Cntrl & Supply Officer	17	7	0			4	4					3	3				
QMED	2	2	0			2	2					0					
Semi Skilled Laborer	10	1	0			1	1					0					
Senior Baker	15	3	0			2	2					1	1				
Senior Cook	15	2	0			0						2	2				
Senior Food Ser Aide	13	7	1			1	1					6	5			1	
Senior Gardener	13	5	1		2	5	4				1	0					
Senior Janitor	12	33	3		2	24	21	1		1	1	9	9				
Senior Maintenance Technician	14	24	1		3	24	23				1	0					
Senior Stores Clerk	11	3	0			3	3					0					
Steward	3	2	1			2	1	1				0					
Storekeeper	15	10	0			7	7					3	3				
Supervising Offset Pressperson	16	1	0			1	1					0					
Warehouse Supervisor	15	1	0			1	1					0					
SUBTOTAL		478	43	9	19	270	241	14	4	3	8	208	194	1	4	7	2
PERCENTAGES BY CATEGORY:			9.00%	1.88%	3.97%	56.49%	50.42%	2.93%	0.84%	0.63%	1.67%	43.51%	40.59%	0.21%	0.84%	1.46%	0.42%
Black	3.14%																
Hispanic	1.67%																
American Indian	2.09%																
Asian Pacific	2.09%																

SECTION E

E. IDENTIFICATION AND ANALYSIS OF PROBLEM AREAS

E. IDENTIFICATION AND ANALYSIS OF PROBLEM AREAS

E. 1. SELF-EVALUATION OF AFFIRMATIVE ACTION PROGRAM PERFORMANCE:

a. Description of Affirmative Action Program

In an effort to enhance the URI workforce, the President of the University fully endorsed the development of a position within the Office of CED, the Director of Recruitment and Retention of Faculty and Staff. The basic function of the position is to direct a focused effort to recruit and retain a diverse faculty and staff; consult regularly with the Associate Vice President of Community, Equity and Diversity, the Diversity Liaison and Director of Affirmative Action, Equal Opportunity and Diversity (AAEOD), Human Resource Administration (HRA) and the Office of the Provost, to manage diversity initiatives to recruit and retain diverse employees; develop strategies to provide support and direction to search committees; and establish national and international recruitment networks to identify diverse candidates.

The Human Resources Office, the Office of Community, Equity and Diversity's Director of Recruitment and Retention of Faculty and Staff, and the Office of Affirmative Action all serve as resources to the URI community in providing assistance and training throughout the non-classified staff and faculty search process. The offices work with search chairs and committees to provide information, guidance and training, toward the development of job descriptions and qualifications that accurately reflect the needs of the positions. The offices assist with identifying effective diverse recruitment strategies that enable the search committee to maximize the number of applicants from historically underrepresented groups. The HRA and AAEOD offices monitor the decision-making process and identify critical stages in the search process where the University can demonstrate its commitment to equal opportunity, diversity and affirmative action.

Strategies included in the URI selection process incorporate the guidance of laws and regulations that prohibit discrimination and require affirmative action. They also have certain requirements concerning the retention and analysis of applicant information. At the University of Rhode Island the steps implemented during the recruitment and selection process are promulgated under the United States Uniform Guidelines on Employee Selection procedures guidelines Chapter 41, Section 60-3 of the Code of Federal Regulations.

Search committees are strongly encouraged to attend search procedures training. Training sessions are held throughout the year. In addition, upon request, individual search committee trainings are conducted.

University of Rhode Island's efforts to recruit from the underrepresented populations within Rhode Island, regional and nationwide continue to be a primary focus. On a weekly basis, at minimum, 36 Rhode Island minority, women and veteran offices and organizations receive information on where and how to access to URI job posting information.

The University of Rhode Island continues to affirm its commitment to diversity through the following:

The President's Transformational Goals for the 21st Century identified as the fourth transformational goal: Building a Community at the University of Rhode Island that Values and Embraces Equity and Diversity.

As a result of this effort, all of the non-classified staff and faculty job postings include the required qualification: Demonstrated ability to work with diverse individuals/groups.

Search committees are requested to use both dominant and underrepresented networks, professional organizations and associations, agencies, educational institutions and direct contacts when marketing a position. These recruitment/advertising sources are documented on job postings. AAED works with the diverse committees at the divisional and college levels to identify resources to direct the recruitment efforts for positions within their colleges and divisions.

Continued diversity and inclusion efforts within the University community include the following:

Note: The Director and Assistant Director of Affirmative Action, Equal Opportunity and Diversity are members of The President's Commissions.

Persons with disabilities are assured reasonable access to programs, opportunities and activities at the University of Rhode Island that is equal to the access afforded to non-disabled persons.

Inclusion of persons with disabilities in all aspects of life at the University will benefit the community and improve the quality of life within the university community. Disability is a concern of cultural diversity/equal opportunity; therefore, accessibility is a community concern. Achieving full participation and integration of people with disabilities requires the cooperative efforts and responsibility of all the University's departments, offices and personnel.

President's Commission on People with Disabilities

President David Dooley established the President's Commission on People with Disabilities (PCPD) in September 2017. The PCPD includes 25 persons, including representatives from the student population, staff, faculty, and administration who are concerned about issues related to all types of accessibility for people with disabilities at the University of Rhode Island. Members are appointed by the President.

Membership for 2017-2018 academic year:

First Name	Last Name	Department
Stephen	Baker	Public Safety
Tamara	Bolotow	CEPS Instr. Support and Disability Services
Annette	Bourbonniere	Environmental & Natural Resource Economics
Emily	Clapham	Kinesiology
Meredith	Clark	Graduate School of Oceanography
Paul	DePace	Capital Projects
Nancy	Doyle-Moss	Nursing
Jason	Dwyer	Chemistry
Rachel	Ferreira	Student, Health Studies
Michelle	Flippin	Communicative Disorders
Roxanne	Gomes	Affirmative Action Equal Opportunity and Diversity
Nicol	Hernandez	Student, Communicative Disorders
Anita	Jacobson	Co-Chair; Faculty, Pharmacy
Laura	Kenerson	Human Resources
Aria Mia	Loberti	Student, Biology
Joanne	Lynch	Admissions
Isobel	McCullough	Student, Theatre
Adam	Moore	School of Education

Khrystyne	Poll	Student, Psychology
Joanna	Portman-Daley	Online Learning and Teaching
Pamela	Rohland	Disability Services for Students
Susan	Roush	Physical Therapy Program
Paige	Ramsdell	Disability Services for Students
Bridget	Ruemmele	Plant Sciences
Kevin	Smith	Talent Development
Michael	Starkey	Counseling Center
Christine	Sullivan	Co-Chair, Office of the Controller

Mission

The PCPD works to ensure an inclusive, universally designed, and welcoming community in terms of safety, well-being, and education for students, faculty and staff who have disabilities.

To accomplish the mission of the PCPD, in the context of social justice, the PCPD identifies issues of concern, best practices, and solutions related to accessibility of the entire community of people with disabilities at the University of Rhode Island. Many issues are based on state and federal laws of ADAAA (Americans with Disabilities Act Amendments Act of 2008) and Sections 504/508 of the Rehabilitation Act. Issues, best practices, and solutions are submitted to the Associate Vice President and Chief Diversity Officer, for Community, Equity, and Diversity, who advocates for these issues at the highest level of the senior leadership team.

The Commission's specific goals are:

1. Encourage a climate to celebrate differences and abilities among all people at URI, while affirming the many outstanding contributions of people with disabilities to the campus community;
2. Identify major topics of concern for people with disabilities;
3. Propose policies, programs and training so that URI's ongoing dialogue of social justice and civil rights continues to include issues related to disability;
4. Collaborate with all areas of the university community to recommend accessibility, safety, and universal design of buildings, the curriculum, programs, and services;
5. Advise primary URI administrators on issues of disability;
6. Monitor the effectiveness of proposed/implemented policies and initiatives;
7. Communicate progress of these efforts to the administration and surrounding community; and
8. Submit to the senior leadership team and their designees, recommendations that would enhance inclusion and equal opportunity for people with disabilities.

President's Commission on Lesbian, Gay, Bisexual, Transgendered and Queer

The President's Commission on Lesbian, Gay, Bisexual, Transgendered and Queer (LGBTQ) works collaboratively to ensure that LGBTQ issues concerning discrimination, harassment, and safety of LGBTQ students, faculty and staff are addressed. The Commission researches, monitors, and reports on the status of the LGBTQ community on campus and of institutional initiatives; identifies major needs and topics of concern; proposes policies and programs to address these needs and concerns, collaborates with campus organizations with complementary goals and objectives; monitors the effectiveness of any proposed policies and initiatives upon implementation; and regularly communicates the progress of these efforts to the university and surrounding community. The President's Commission on LGBTQ reports and makes recommendations to the President and Chief Diversity Officer.

Membership for 2017-2018 academic year:

Jared Abdirken	Stephen Baker	Deborah Bergner
Susan Brand	Yuwen Chen	Erin Earle
Dominic Ferraro	Cheryl Foster	Megan Fox
Diane Goldsmith	Roxanne Gomes	Jenna Guitar
Laura Kenerson	Annie Kosar	Kyle Kusz
Ann Morrissey	Alexandria Nash	Holly Nichols
Patricia Parkes	Rosaria Pisa	Miriam Reumann
Pamela Rohland	Annie Russell	Amanda Self
Richard Song	Gina Sperry	Robert Vincent

President's Commission on the Status of Women

The President's Commission on the Status of Women promotes an environment free of gender-based discrimination by establishing an agenda around issues that concern women at the university and recommending to the President strategies to enhance or change existing policies and programs at URI. To accomplish its mission, the Commission works with members of the university community and in collaboration with organizations and structures within The University of Rhode Island.

Membership for 2017-2018 academic year:

Racine Amos	MJ (Mary Jane) Kanaczet	Aimee Phelps-Lee (Co-Chair)
Bret Anderson	Laura Kenerson	Anne Seitsinger
Linda Barrett	Claudia Kerbel	Karen Sherman
Faye Boudreaux-Bartels	Linda Lyons	Gina Sperry
Lori Ciccomascolo	Jennifer McNab (Co-Chair)	Debbie Suggs
Roxanne Gomes	Jackie Moreino	Michael Vocino
Yvette Harps-Logan	Anne Morrissey	Christine Wilkinson
Kathryn Jervis		

President's Commission on the Status of Students, Staff and Faculty of Color

The President's Commission on the Status of Students, Staff and Faculty of Color at the University of Rhode Island was created to examine the current status of people of color at the University and to develop recommendations designed to promote the development of an environment conducive to the full inclusion and development of students, staff and faculty of color.

Membership for 2017-2018 academic year:

Shirley Consegra	Fernand Guzman	Dr. Kendal Moore
John Cruz	Gerard Holder	Nasser Zawia
Michelle Fontes-Barros	Carnell Jones, Chair	
Lisa Furlong	Hilda Llorens	

College and Department Diversity Committees Include:

College of Arts and Sciences
College of Business Administration
College of Continuing Education and Professional Studies
College of Engineering
College of Nursing
College of Pharmacy
Information Technology Services
University College of Academic Success
Department of Athletics

**b. Workforce Composition
Hiring Goals Without Attrition**

As of June 30, 2018

EEO-4 Job Categories	CURRENT										HIRING GOALS		HIRED	
	TOTAL EMPLOYEES	WHITE MALE	MINORITY	FEMALE	DISABLED	VETERANS	BLACK	HISPANIC	AMERICAN INDIAN	ASIAN/ PACIFIC	MINORITY	FEMALE	MINORITY	FEMALE
Officials/ Administrators	68	33	7	30	1	6	6	0	0	1	2	3	1	3
Professionals	947	293	131	588	6	25	50	24	5	52	30	20	29	79
Faculty	747	295	147	370	6	15	21	24	3	99	30	38	21	47
Technicians	102	39	8	60	2	4	3	1	1	3	6	2	0	8
Protective Services	54	39	6	9	1	11	3	2	0	1	2	1	1	1
Para- Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	259	13	15	245	3	6	6	3	4	2	10	0	2	22
Skilled Craft	32	29	2	1	1	1	0	1	0	1	1	1	0	0
Service Maintenance	478	241	43	208	9	19	15	8	10	10	5	15	5	21
Total Employees	2687	982	359	1511	29	87	104	63	23	169				

c. Numerical Goals Not Met

Identify numerical goals not met by job category and submit a detailed explanation as to why they were not achieved.

Note: This report requires the University to provide a numerical comparison of the workforce in each of the EEO job categories between the current year end June 30, 2018 and the previous year end June 30, 2017. The comparisons reflect the numerical differences between the workforces and are a factor when determining if we met our goals. The attrition rate, a factor reflecting the degree of losses of personnel due to various causes within a specified period is not taken into consideration in goal achievements.

In the Official/Manager category, the goal was to hire two minority and three females.

We hired one minority, which means we partially met the goal, and we hired three females, which means we met our goal.

- During this reporting period terminations included zero minority and three females; due to the attrition rate we did not meet our female goal for this report's purpose.

In the Professional category, the goal was to hire thirty minorities and twenty females.

We hired twenty-nine minorities, partially meeting our goal, and hired seventy-eight females; exceeding our goal.

- During this reporting period terminations included twenty-three minorities and sixty-eight females; due to the attrition rate we did not meet our goals for this report's purpose.

In the Faculty category, the goal was to hire thirty minorities and thirty-eight females.

We hired twenty-nine minorities, thereby partially meeting our goal and hired forty-seven females, thereby exceeding our goal.

- During this reporting period terminations included ten minorities and thirty-seven females; due to the attrition rate we did not meet either goal for this report's purpose.

In the Technicians category, the goal was to hire six minorities and two females.

We hired zero minorities, thereby not meeting our goal and we hired eight females; thereby exceeding our goal.

- During this reporting period termination included two minorities and nine females; due to the attrition rate we did not meet our female goal for this report's purpose.

In the Protective Services category, the goal was to hire two minorities and one female.

We hired one minority, thereby partially meeting our goal. We hired one female thereby meeting our goal. We continue to work with the departments to develop recruitment strategies to diversify the applicant pool.

- During this reporting period terminations included one minority and one female; due to the attrition rate we did not meet our goal for this report's purpose.

In the Administrative Support category, the goal was to hire ten minorities and zero females.

We hired one minority. We will continue to identify and work towards gaining more diverse applicants. We will actively seek assistance from the DOA's Office of Diversity, Equity and Opportunity

- During this reporting period terminations included one minority and twenty-four females.

In the Skilled Craft category, the goal was to hire one minority and one female.

Neither minorities nor females were hired during this period. We seldom have the latitude to hire freely as union contracts and the Civil Service system constrain us.

- During this reporting period terminations included zero minorities and two females.

In the Service Maintenance category, the goal was to hire five minorities and fifteen females.

We hired five minorities, thereby meeting our goal and we hired twenty-one females; thereby exceeding our goal.

- During this reporting period terminations included four minorities and seventeen females; due to the attrition rate we did not meet our goals for this report's purpose.

Terminations: 14.24% Minority, 43.05% White Female, 42.72% White Male.

E. 2. EMPLOYMENT RECRUITMENT AND SELECTION PROCESS

Recruitment initiatives during this 2017 – 2018 reporting period resulted in the following:

● Total of 18.21% Minority hires	● Total of 55.86% Female hires
● Total of 15.91 % Minority applicants	● Total of 49.46% Female applicants

The total current workforce percentage:

- Minorities comprise 13.36% and Females comprise 56.23%.

The demographic breakdown is as follows:

- 3.87% Black, 2.34% Hispanic, 0.86% American Indian and 6.29% Asian Pacific.

The total current workforce percentage:

- Disabled comprise 1.08% and Veterans comprise 3.24%.

Faculty job postings are developed through a collaborative effort between faculty search chairs and the Director of Recruitment and Retention for Diverse Faculty and Staff. Upon completion the AAEOD office and the Deans review and approve the postings. Non-classified staff postings are reviewed and approved by both the AAEOD and HRA offices. Recommendations for diverse search committees, diverse advertisement sources, and posting application periods are included in the reviews. Job postings are advertised locally, regionally and nationally. Continuous efforts are made to reach the Rhode Island minority, disabled and veteran communities.

We view the selection procedure as any measure, combination of measure, or procedures used as a basis for an employment decision. We require documentation on the analysis of applicant information. Applicant material may include application forms, resumes or curriculum vitae, cover letters, and anything submitted for or pertinent to the selection process; we also retain the interview notes, the position descriptions, advertisement, and the EEO summary. The search committee is required to complete a master applicant rubric which is used to analyze their applicant pool as a means to insure that there is no discrimination in regard to the consideration of applicants. Master rubric templates, include the requiring criteria used to determine the candidates referred and selected, thus the selection process is fair, equitable and unbiased. A rubric template is available on the AAEOD website for the search committees. The above documents become part of the overall documentation supporting the selection procedures.

E. 3. EXIT INTERVIEWS

In accordance with Rhode Island General Law 28-5.1, an exit interview program has been established in order to assure that terminating/transferring employees are not leaving because of discriminatory circumstances. Employees who have left the institution are provided a formalized exit interview letter and informational forms required to document the job action. The Office of Human Resource Administration will afford any terminated/transferring employee a personal exit interview with the Director of Personnel upon request or with an HRA representative for all non-classified employees on unlimited appointments who are scheduled to terminate their employment with the University for any of the following reasons, resignation, retirement, lay-off (lack of work or funding) or discharged for just cause. HRA encourages all terminating employees to exercise the option of a “face-to-face” interview. The State Equal Opportunity Office receives forms for all classified employees in addition to regular reporting on the composition of the total workforce.

E. 4. FLEX-TIME:

Flex-time is addressed in some of our union contracts and must be approved by Human Resources. There is an application form that needs to be completed and approved by the manager, and there are core hours that all staff must be in attendance. There must, of course, be an assurance in approving flex-time for individuals such that departmental operations will not be hindered.

E. 5. POSTING OF POSITIONS

The University's posting of positions is available online for a minimum of 10 days and continues in a manner designed to provide all segments of our available workforce with accessibility on a 24 hour basis. We post vacancy notices and recruit through publications, community-based organizations, and institutions that have minority, veteran and female participation. We will also continue to survey online services focusing on women, minority, veteran and disabled recruitment, and ask all search committees to use networking, professional organizations, associations, agencies and direct contact when marketing a position. The University Human Resource Administration's website identifies employment opportunities for interested applicants to access electronically. Efforts will continue with individual departments and divisional diversity committees regarding ways to identify recruitment sources that can significantly impact the representation of women, veterans, the disabled and minorities in applicant pools. Posting procedures voluntarily ask for demographics, and if an applicant is disabled and/or has veteran's status. This tracking information is used in our calculations for the Applicant Flow Data Report.

E. 6. TRANSFERS AND PROMOTION PRACTICES

The University is committed to non-discriminatory actions with regard to transfers and promotion of persons in all job classifications. The University of Rhode Island normally posts all vacancies, including transfers, in an attempt to promote equal employment opportunity and affirmative action in all job classifications. Posting and application periods are in compliance with union contracts. Access to an applicant online tracking system is available 24 hours a day, up until midnight of the posting's closing date. This allows the greatest number of applicants to apply within that given time.

E. 7. TECHNICAL COMPLIANCE

Pursuant to federal law, URI complies with the equal opportunity posting requirements. "Equal Employment Opportunity is the Law", "EEO is the Law", the National Aeronautical and Space Administration, Explore, Discover, Understand NASA Equal Opportunity, and the USDA United States Department of Agriculture and Justice For All posters are on display in the AAEOD office and in some colleges and departments.

E. 8. TERMINATIONS

Terminations are in accordance with the provisions of our ten (10) collective bargaining agreements and Council on Postsecondary Education Personnel Policy.

E. 9. TRAINING PROGRAMS

Notices of training sessions offered by the Office of Affirmative Action are sent to the URI community via emails. All URI employees have an email address.

1. Search Procedures

DESCRIPTION: Information includes the guidance from federal and state laws and statutes on the employee selection process, the unconscious bias; the significance of a diverse search committee, responsibilities of the chair and committee members, the purpose of applicant evaluation rubric, legal vs illegal interview questions,

the significance of confidentiality and the process of approvals for interview pending and recommended for hire.

2. Responsible Employee

DESCRIPTION: Title IX definition of responsible employees, confidential resources, internal resources, and trains responsible employees in the proper response to a student or employee seeking to report an incident, expected reporting time, and reporting information required.

3. Campus Security Authority

DESCRIPTION: Identifies who CSA's are according to Clery ACT, Clery reporting exemptions, reporting obligations, what to say before information is disclosed, where and what to report, why this is important, internal and external resources and frequently asked questions.

4. Mandatory NCAA Sexual Violence Prevention

Offered by Assistant Director of CED in consultation with the Office of Affirmative Action.

DESCRIPTION: Information includes definitions of sexual violence, definitions, intervention and response, consent, bystander intervention, sexual harassment, stalking and hazing. Covers campus policies and process addressing sexual violence prevention and acts of sexual violence, particularly those related to adjudication and resolution of matters related to sexual violence.

CED Inclusion Project Courses Overview

1. Fundamentals of Diversity

DESCRIPTION: In this workshop, participants will engage in a facilitated discussion, exploring the multiple dimensions of diversity and the benefits to students, faculty and staff. Discussion will include defining diversity, its importance, and how to improve campus climate for all.

2. Awakening the Mind to Hidden Bias

DESCRIPTION: Scientists such as BF Skinner and Pavlov have long provided many renditions on how our unconscious thoughts control our behavior. Many of us are not aware of how our thoughts and assumptions, negative or positive, impact our daily decisions. No one is immune from bias, hidden or otherwise, but when they rear their ugly heads it allows well-meaning people to make catastrophic errors that adversely affect their organization and themselves. We will focus on discovering hidden bias, four levels of competence/awareness and how bias is developed.

3. Micro Aggressions in Everyday Life

DESCRIPTION: In this workshop, participants will engage in a facilitated discussion that explores the following core questions: What are micro aggressions? What are the types of micro aggressions? How do you recognize micro aggressions when they occur? What are the causes and consequences of micro aggressions? What tools are available to combat micro aggressions?

4. Search Procedures

DESCRIPTION: By the end of the training, participants will learn how to conduct a diverse search; know what the responsibilities of the search chair and search committee members are; the significance of confidentiality, the URI process for approvals, the guidelines for legal interviews and the impact of hidden bias on a search.

5. Title IX and Sexual Harassment, Sexual Assault, and Sexual Violence

DESCRIPTION: By the end of the training, participants will learn in a community of respect: What are our obligations and definitions under Title IX as they pertain to sexual harassment, sexual assault and sexual violence on Campus? What is the Dear Colleague Letter distributed by the Department of Education's Office for Civil Rights? What are their responsibilities as employees? What are the important steps to take for those who have been sexually assaulted?

6. Exploring Intersectionality and Its Applications to Diversity Work and Research

DESCRIPTION: Intersectionality is a buzz word in the world of higher education. This session will explore intersectionality from theoretical, methodology, and application perspectives. Participants will learn about the history and growth of intersectionality as a concept and learn how to apply its tenets in and outside of the classroom in higher education.

7. The Safe Zone Project

DESCRIPTION: This workshop is designed to train faculty, staff, and students on basic issues affecting the LGBTQ+ community and how to be an ally.

Purpose:

1. Increase awareness, knowledge, and support of LGBTQA+ people and issues;
2. Build a visible support network of LGBTQA+ Allies on URI's campus; and
3. Improve the campus climate for LGBTQA+ people at URI.

8. Safe Zone Facilitator Training

DESCRIPTION: The Safe Zone Facilitator workshop is designed to train students, faculty, and staff on how to lead our Safe Zone Workshops and facilitate them to any group, whether on or off campus.

Purpose:

1. To explore our own awareness, knowledge, and skills concerning LGBT student, faculty, and staff terms, issues, concerns, and culture.
2. To address group facilitation approaches.
3. To explain the foundations and philosophies of an ally-building program

Duration: 2 hours

9. Trans*Identities & Lives: An Advanced Safe Zone Track

DESCRIPTION: Trans* Identities & Lives is our first Advanced Safe Zone Track. Once you attend Safe Zone, you become eligible for our Advanced Tracks. Trans* Identities & Lives is a workshop that explores gender and trans* issues from a broad perspective. We learn about language, concepts, development, and more.

Purpose:

1. To improve awareness, knowledge, and skills for trans* and gender related issues on the URI campus.
2. To improve campus climate for trans*, gender non-conforming, and genderqueer people at URI.
3. To provide a visible network of allies for the trans*, gender non-conforming, and genderqueer community at URI.

10. Race and Ethnicity: an Advanced Safe Zone Track

DESCRIPTION: Race and Ethnicity is our second Advanced Safe Zone Workshop. Once you attend Safe Zone, you become eligible to attend the Race and Ethnicity workshop. Race and Ethnicity is a workshop that focuses on exploring identity, social group membership, privilege, oppression, and intersections of race, ethnicity, sexuality, and gender.

Purpose:

1. To understand the basic concepts surrounding identity, privilege, oppression, and intersectionality.
2. To explore one's own identity characteristics and how those impact interactions with others.
3. To delineate the distinctions and interactions between race, ethnicity, sexuality, and gender.

11. Spirituality and Religion

DESCRIPTION: Spirituality and Religion is our third Advanced Safe Zone Workshop. Once you attend Safe Zone, you become eligible to attend the Spirituality and Religion workshop. Spirituality and Religion is a workshop that focuses on exploring identity, social group membership, privilege, oppression, and intersections of spirituality, religion, sexuality, and gender.

12. Fluid and Non-binary Identities

DESCRIPTION: Fluid and Non-Binary Identities is our fourth Advanced Safe Zone Workshop. Once you attend Safe Zone, you become eligible to attend the Spirituality and Religion workshop. Fluid & Non-Binary Identities is a workshop that explores fluidity and non-binary perspectives through the lenses of history, biological sex, gender, and sexuality.

13. Judaism on One Foot: What a Culturally Competent Campus Community Should Know about the Culture and Customs of a Jewish Calendar

DESCRIPTION: How does the Jewish calendar differ from the secular calendar? What is Shabbat (the Sabbath) and how is it celebrated? What does it mean to keep kosher? What are the different denominations (types) of Judaism? These and other questions will be addressed in this basic primer.

14. Understanding the Whole Student: Details and Dialogue on Student Development

DESCRIPTION: Designed to offer a brief overview of the overarching models relevant to college student development, this informative and interactive session will serve as a useful resource for anyone focused on understanding and supporting student development for diverse student populations. Attendees will reflect upon their own development, diversity education efforts, and mentoring.

15. Without Consent Training

DESCRIPTION: The URI-STANDers have had unprecedented success working with athletic teams and coaches, fraternity members and area police, all groups that have traditionally, or perhaps stereotypically, been resistant

to domestic violence and sexual assault messages. Using an interactive, non-antagonistic, and humorous approach we will demonstrate and discuss how community members can evoke positive responses and solicit bystander involvement from members of your community.

Purpose:

- a) To learn the definition of consent as well as the RI State Statutes on 1st, 2nd and 3rd degree sexual assault.
- b) To be able to recognize stereotypes regarding sexual assault – including the effects of victimization on survivors.
- c) To learn the prevalence of sexual assault on college campuses among victims from all genders, races and ethnicities.
- d) To be introduced to the prevention of sexual assault through bystander intervention methods as appropriate responses to victims in terms of resources, confidentiality, Title IX, Clery, and other mandatory reporter issues.

16. Recruiting and Retaining the Best at URI

DESCRIPTION: More and more colleges and universities are beginning to acknowledge that one of the hallmarks of a great university is a diverse community of scholars, staff, and students. As such institutions of higher learning across the nation continue to expend tremendous resources and efforts to diversify their faculty. Equally important to the goal of recruiting faculty of color are efforts to support and retain them once they arrive on campus. Stated differently, it is one thing to recruit faculty and another to keep them at the institution.

The purpose of this workshop is to share specific strategies that will assist in identifying and attracting prospective candidates of color, outlining successful recruitment methods, and discussing strategies that will retain faculty of color.

SECTION F

F. AFFIRMATIVE ACTION PLAN FOR INDIVIDUALS WITH DISABILITIES, DISABLED VETERANS AND COVERED VETERANS


F. AFFIRMATIVE ACTION PLAN FOR INDIVIDUALS WITH DISABILITIES, DISABLED VETERANS AND VIETNAM ERA VETERANS

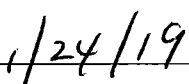
Policy Statement

It is the University's policy to employ and promote qualified personnel without discrimination against any employee or applicant for employment because of a physical or mental disability or veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

The implementation of the University's Affirmative Action Program is a concerted effort on the part of management and employees. This commitment is stated in our policy so that all employees, prospective employees, sources of employment and community leaders are aware of the University's commitment.

The University continually removes any existing physical barriers and safety hazards to individuals with disabilities so reasonable accommodations can be made consistent with the critical job tasks required for the work to be performed and within the effective operation of the University.


_____, Ph.D.
David M. Dooley
President



Date

F. Continued

Name and Title of Person Responsible for Implementation of the Program

Roxanne Gomes, Director of Affirmative Action, Equal Opportunity and Diversity, is designated as the Americans with Disabilities Act/504 Coordinator. Laura Kenerson, Director of the Office of Human Resource Administration, is responsible for approving and monitoring qualified disability status and requests for accommodations.

Internal and External Dissemination of the Policy

Currently on all URI's website pages the statements are as follows: URI is an equal opportunity employer committed to the principles of affirmative action.

On the Human Resource Administration (HRA) website page under Policies and Procedures viewers will find some of the University of Rhode Island's policies and procedures.

On the URI HRA employment page, the message to all is: The University of Rhode Island is an AA/EEOD employer. Women, persons of color, protected veterans, individuals with disabilities, and other protected groups members are encouraged to apply.

On the AAEOOD website, policies and procedures are also listed.

Outreach and Recruitment

The University requests from employment agencies, referrals of qualified individuals with disabilities, special disabled veterans, recently separated veterans, Vietnam era veterans, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized for consideration under its policy on non-discrimination.

Letters are sent to these and other organizations encouraging their constituents to apply for jobs at the University: Progreso Latino, Cape Verdean Progressive Center, Urban League of Rhode Island, Dr. Martin Luther King, Jr. Community Center, Center for Hispanic Policy & Advocacy, Center for Southeast Asians, Rhode Island Indian Council Inc, Dorcas International Institute of RI, NAACP, Rhode Island Professionals Latino Association, Rhode Island Hispanic Chamber of Commerce, American Legion South Kingstown Post 39, Newport Naval Base - Transition Assistance, RI Office of Veterans Affairs, and Hiring our Heroes,.

The University will continue to strengthen its commitment to the recruitment and hiring of qualified individuals with disabilities and protected veteran status by working with the RI Department of Labor and Training and through collaborative initiatives with RI Veterans Offices. We will create and provide special opportunities for the above to learn how to apply to the university. Create and maintain working relationships with programs and agencies in Rhode Island that specifically work with individuals who are disabled.

Physical and Mental Qualifications

The University is in compliance with The Americans with Disabilities Act Amendments Act of 2008 defines disability as follows:

Basic Three Parts:

DISABILITY – The term “disability” means with respect to an individual –

A. A physical or mental impairment that substantially limits one or more major life activities of such individual; “(B) a record of such an impairment; or “(C) being regarded as having such an impairment.

B. Definition of Impairment:

1. Any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more body systems, such as neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, immune, circulatory, hemic, lymphatic, skin, and endocrine; or

2. Any mental or psychological disorder, such as an intellectual disability (formerly termed “mental retardation”), organic brain syndrome, emotional or mental illness, and specific learning disabilities.

C. MAJOR LIFE ACTIVITIES – IN GENERAL

Major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

BODILY FUNCTIONS – A major life activity also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

The definition of disability in this Act shall be construed in favor of broad coverage of individuals under this Act, to maximum extent permitted by the terms of this Act.

The term “substantially limits” shall be interpreted consistently with the findings and purposes of the ADA Amendments Act of 2008.

An impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability.

An impairment that is episodic in remission is a disability if it would substantially limit a major life activity when active.

The determination of whether impairment substantially limits a major life activity shall be made without regard to the ameliorative effects of mitigating measures such as –

(1) medication, medical supplies, equipment, or appliances, low-vision devices (which do not include ordinary eyeglasses or contact lenses), prosthetics including limbs and devices, hearing aids and cochlear implants or other implantable hearing devices, mobility devices, or oxygen therapy equipment and supplies; (II) use of assistive technology; (III) reasonable accommodations or auxiliary aids or services or (IV) learned behavior or adaptive neurological modifications.

Except: The ameliorative effects of the mitigating measures of ordinary eyeglasses or contact lenses shall be considered in determining whether an impairment substantially limits a major life activity.

As used in this Act:

- (1) AUXILIARY AIDS AND SERVICES – The term “auxiliary aids and services” includes – (A) qualified interpreters or other effective methods of making aurally delivered materials available to individuals with hearing impairments; (B) qualified readers, taped texts, or other effective methods of making visually delivered materials available to individuals with visual impairments; (C) acquisition or modification of equipment or devices; and (D) other similar services and actions.

COVERED VETERANS AND DISABLED VETERANS:

38 U.S.C. 4214 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, prohibits job discrimination and requires affirmative action to employ and advance in employment qualified covered veterans.

A covered veteran means any of the following:

1. Disabled veterans;
2. Veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge have been authorized;
3. Veterans who, while serving on active duty with the Armed Forces, participated in a United States military operation for which an Armed Forces Service Medal (AFSM) was awarded pursuant to Executive Order 12985; and
4. Recently separated veterans

Work Environment

1. The University does not discriminate against any applicant or employee because of a physical or mental disability, or any other covered veteran service, in regard to any position for which the applicant or employee is qualified. The University’s commitment to equal opportunity includes, but is not limited to, the following areas:
 - (a) Hiring
 - (b) Upgrading
 - (c) Recruitment or recruitment advertising
 - (d) All forms of compensation
 - (e) Selection for training
 - (f) Education or tuition assistance
 - (g) Leave of absence
2. The University continually reviews its personnel procedures to ensure that careful and thorough consideration is given to the job qualifications of individuals with disabilities, special disabled veterans, recently separated veterans, Vietnam era veterans, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized applicants and employees. Whenever it is determined that modification of personnel procedures is necessary, it is addressed.
3. The University will ensure that job qualification requirements that tend to screen out individuals with disabilities are related to the specific job or jobs for which the person is being considered and are consistent with business necessity and safe performance of the job.

Reasonable Accommodations

The University makes reasonable accommodations to the physical and mental limitations of individuals with disabilities and disabled veterans unless it imposes an undue hardship. Once an accommodation is made for an employee, both the employee and the Office of Human Resources Administration will periodically monitor its effectiveness. If at some point the accommodation ceases to be effective in enabling the person to perform the job, or is no longer deemed to be necessary, (upon medical documentation) alternative accommodation will be sought if appropriate.

a) Modifying Job-Site

Colleagues from diverse areas of expertise collaborate to create an accessible environment. To this end, the University will continue to strive to achieve excellence in its services and to assure that its services are delivered equitably and efficiently to all of its members.

ADA Access and Improvements 2017 – 2018

Landscape and Grounds, Kingston

1. Greenhouse – fix the ADA pavers that are heaving, specifically on the south west entry of the Greenhouse parking lot.
2. Adams Residence Hall Parking Lot- repaired sink hole in handicapped spot.
3. Coastal Institute Parking Lot – change north spot to be “Van Only” and next two spaces moving south to “Van Accessible”, then the next two spaces to the south to regular ADA for cars, removed the last sign which became regular parking.
4. Adams House – trimmed bushes around the front step which were impeding the doorway
5. Complex Rd (West of Adams Hall) – repaired walk/street/lot, re-set catch basin frame to repair loose bricks
6. Chemistry / FIJI – new asphalt walkway project to be aligned with walkway on Farmhouse Road to the south. South end of walkway replaced existing curb with a 4’ transitions curb and created an ADA access and installed the concrete ADA warning pavers set into concrete. North end of walkway installed two transitions curbs to accept ADA warning pavers which were set in concrete.
7. Adams Residence Hall – walk and drain improvements.

b) Support Services and c) Special Equipment

The University of Rhode Island has and will continue to provide reasonable accommodations in a timely and cost-effective manner for qualified individuals with disabilities upon certification of need.

d) Restructuring the Job

Reasonable accommodation and restructuring job is an adaptation of the workplace, the equipment, or the job itself that enables a disabled employee to do a particular job for which s/he is qualified in training and abilities. Such accommodation may include:

1. Making facilities accessible and modifying job sites as needed.
2. Providing assistive devices or special equipment such as adjustable desks.
3. Adjusting work schedules, assignments and locations.

Planned 2018 – 2019

- The University will continue to provide reasonable accommodations for the university community.
- The University will continue to make job site modifications in accordance with the Americans Disabilities Act Amendments of 2008.
- The University will continue to recruit from the underrepresented populations within Rhode Island; minority, women, veteran offices and organizations will receive URI job posting information weekly identifying how to access the website.
- Civil Rights training will be offered to the URI community
- Efforts will be made to establish contact with URI Student Veterans Assistant Director to discuss URI job opportunities.
- Continue search procedure streamline with the Division of Administration and Finance
- Continue work with Human Resource Administration to explore online workforce training in the prevention of sexual harassment and discrimination.

SECTION G

G. DETERMINING UNDERREPRESENTATION & GOAL SETTING

G. DETERMINING UNDERREPRESENTATION & GOAL SETTING

DETERMINING UNDERREPRESENTATION & GOAL SETTING																																			
AGENCY:		University of Rhode Island										DATE: JULY 1, 2018 - JUNE 30, 2019																							
EEO-4 Job Categories	TOTAL EMPLOYEES	WORKFORCE										UNDERREPRESENTATION										AAP HIRING GOALS													
		MAJORITY	FEMALE	VETERANS	DISABLED	BLACK OR AFRICAN AMERICAN (NHL)	HISPANIC OR LATINO (NHL)	AMERICAN INDIAN OR ALASKA NATIVE (NHL)	ASIAN (NHL)	WHITE (NHL)	OTHER HAWAIIAN OR PACIFIC ISLANDER (NHL)	MAJORITY	FEMALE	VETERANS	DISABLED	BLACK OR AFRICAN AMERICAN (NHL)	HISPANIC OR LATINO (NHL)	AMERICAN INDIAN OR ALASKA NATIVE (NHL)	ASIAN (NHL)	WHITE (NHL)	OTHER HAWAIIAN OR PACIFIC ISLANDER (NHL)	MAJORITY	FEMALE	VETERANS	DISABLED	BLACK OR AFRICAN AMERICAN (NHL)	HISPANIC OR LATINO (NHL)	AMERICAN INDIAN OR ALASKA NATIVE (NHL)	ASIAN (NHL)	WHITE (NHL)	OTHER HAWAIIAN OR PACIFIC ISLANDER (NHL)				
Officials/Managers Administrators	68	7	30	6	1	6	0	0	1	61	0	0	12	5	-1	4	0	11	1	2	-12	1	2	2	2	1	1	0	1	0	0	1	0		
Professionals	947	131	588	25	6	50	24	5	52	816	0	0	129	-101	51	60	28	123	4	-17	-129	19	27	25	0	10	12	14	10	1	0	0	0		
Faculty	747	147	370	15	6	21	24	3	99	600	0	0	58	14	45	46	40	92	4	-71	-58	15	21	25	14	15	15	10	10	1	0	0	4	0	
Technicians	102	8	60	4	2	3	1	1	3	94	0	0	20	-8	4	5	5	15	0	1	-20	2	3	4	0	1	1	1	1	0	0	1	0	0	
Protective Services	54	6	9	11	1	3	2	0	1	48	0	0	9	19	-7	3	1	6	1	1	-9	1	2	1	1	0	0	0	1	0	0	0	1	0	
Para-Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Administrative Support	259	15	245	6	3	6	3	4	2	244	0	0	56	-112	15	15	15	37	-1	8	-56	5	7	1	0	1	0	0	1	0	0	0	0	0	0
Skilled Craft	32	2	1	1	1	0	1	0	1	30	0	0	7	15	2	1	3	4	0	0	-7	1	1	1	0	0	1	0	0	0	0	1	0	0	0
Service Maintenance	478	43	208	19	9	15	8	10	10	435	0	0	88	38	19	24	24	66	-5	8	-88	10	13	3	19	2	1	1	1	0	0	0	0	0	0

ADDENDUM
Diversity Plan to Improve Minority Hiring and Workplace Inclusion

2017 – 2022 Community, Equity and Diversity (CED) Strategic Plan

GOAL 01 – Recruitment

CED seeks to collaborate with appropriate offices to increase the number of students, faculty, and staff from marginalized groups who study and work at the University of Rhode Island.

Recruitment is the process of attracting, screening, hiring, and admitting qualified applicants for admission and employment at URI. CED recognizes that many URI community members across divisions have made significant strides in recruiting students, faculty, and staff from marginalized groups.

We offer the following goals, strategies, and actions to help continue and build upon these efforts. The objectives for this goal are as follows: (a) Recruit students from marginalized groups at under-graduate and graduate levels. (b) Recruit faculty and staff from marginalized groups.

Strategy 1

Continue to increase the recruitment of undergraduate students from marginalized groups across disciplines.

ACTIONS:

1. Continue to meet with leadership in Enrollment Management (i.e., Undergraduate Admission and Enrollment Services) to share ideas and pool resources to reach greater numbers of prospective students from marginalized groups.
2. Continue to work with Enrollment Management to enhance financial aid for students from marginalized groups.
3. Use existing Institutional Research data to develop a baseline data set of the majors and programs with low numbers of students from marginalized groups.
4. Use existing baseline data to work with the Office of Undergraduate Admission to develop recruitment plans for the groups that are underrepresented in specific majors and programs.
5. Coordinate social media, websites, and direct marketing with the office of Undergraduate Admission to reach undergraduate students from marginalized groups.
6. Communicate to undergraduate applicants the processes, policies, and programs that support students from marginalized groups.

Strategy 2

Continue to increase the recruitment of graduate students from marginalized groups in all disciplines.

ACTIONS:

1. Meet with leadership in the Graduate School and graduate programs to determine how to pool resources to recruit greater numbers of students from marginalized groups.
2. Analyze admission processes to identify any steps that may disadvantage students from marginalized groups (e.g., high-stakes testing).
3. Make URI undergraduate students from marginalized groups aware of the URI graduate admission process through workshops. This will benefit graduate recruitment, as well as provide a service to URI undergraduates.
4. Encourage undergraduate students from marginalized groups to apply for graduate school at URI. This will provide a valuable service to undergraduate students, with a secondary benefit to URI graduate recruitment.
5. Work with academic units to identify and expand URI's connections with minority-serving institutions (e.g., Asian American and Pacific Islander institutions, historically black colleges and universities, Hispanic-serving institutions, tribal colleges and universities, and women's colleges) to expand URI's network of diverse applicants.
6. Work with academic units on developing summer bridge programs that expand opportunities for URI undergraduate students to conduct research in preparation for graduate school. This will provide a valuable service to URI undergraduates, with a secondary benefit to URI graduate recruitment.

7. Work with the Graduate School to develop an incentivized graduate student ambassadors program so that graduate students from marginalized groups can share their experiences with prospective applicants.

Strategy 3

Continue to use best practices before and during the search process by working with URI Human Resources and Affirmative Action to expand opportunities for recruiting faculty and staff from marginalized groups.

ACTIONS:

1. Establish annual goals for recruitment and hiring of faculty and staff from marginalized groups, consistent with areas of underutilization as identified in the Affirmative Action Plan.
2. Educate search committees on best practices for conducting equitable and inclusive searches and addressing bias during the search process.
3. Incorporate job requirements related to knowledge, appreciation, and competence in diversity and inclusion.
4. Affirm equity in work and salary at all levels, particularly with hiring practices, promotion, and workload.
5. Conduct an annual analysis and revision of all search, hiring, and promotion policies, practices, and procedures to eliminate any unintended differential impact and exclusion.

GOAL 02 – Retention

CED seeks to support—and lead, when appropriate—efforts to increase the number of URI students, faculty, and staff from marginalized groups who advance through educational and professional pipelines at the University of Rhode Island.

Retention describes an organization’s efforts to keep those whom they recruit. Like many other colleges and universities, URI faces challenges in retaining and advancing some of our students from marginalized groups through the educational pipeline. CED recognizes that there have been cross-divisional efforts to address these challenges. This work is laudable and must continue if URI is to meet the diversity and social justice goals outlined in Goal 4 of the University’s Academic Strategic Plan.

At the same time, URI has committed to diversifying its faculty and staff, and we have made significant strides in recruiting new faculty from marginalized groups who produce cutting-edge research, scholarship, and pedagogy. We must continue to make every effort to retain our faculty members by creating supports throughout the tenure and promotion process. It is also one of our goals to bring in new diverse faculty and staff members from around the world.

We offer the following goals, strategies, and actions to help continue and build upon these efforts. The objectives for this goal are as follows: (a) Retain students from marginalized groups at undergraduate and graduate levels. (b) Retain faculty and staff from marginalized groups.

Strategy 1

Promote the retention, persistence, and graduation of students from marginalized groups.

ACTIONS:

1. In collaboration with the Office of Institutional Research, use qualitative and quantitative research methods to gather data to understand and respond to trends in the retention, persistence, and graduation of students from marginalized groups.
2. Work with the appropriate URI divisions to interpret the data gathered and take action; develop ways to improve on areas in which the data reveals hindrances to retention and to capitalize on areas in which the data reveals URI is already working effectively.
3. Identify and recommend courses, programs, and resources that help students from marginalized groups successfully navigate higher education; especially those programs that prepare students from marginalized groups for careers/fields in which they are underrepresented (e.g., STEM fields).

4. Continue to establish programs to connect students, faculty, staff, and alumni from marginalized groups with one another.

Strategy 2

Support career advancement for faculty from marginalized groups.

ACTIONS:

1. Provide support for faculty, primarily during the first year of employment and during the tenure and promotion process.
2. Offer discussion lunches for all faculty; strongly encourage faculty members from marginalized groups, along with their mentors, to attend.
3. Encourage attendance at workshops for tenure-track faculty on tenure processes and expectations (e.g., grant-writing, securing funding, post-award supports, publishing, research, teaching, service, and negotiation).
4. Help academic units find ways to acknowledge and reward effective research, teaching, and service related to diversity, equity, inclusion, and social justice.
5. Create networking opportunities for new and existing faculty.

Strategy 3

Support career advancement for staff from marginalized groups at all career levels.

ACTIONS:

1. Promote and encourage continuing education for current employees, allowing reasonable accommodations when education/professional development opportunities conflict with work schedules.
2. Support professional advancement for staff by creating apprenticeship and/or mentoring programs.
3. Identify professional development opportunities for staff from marginalized groups.
4. Create networking opportunities for new and existing staff.

GOAL 03 – Institutional Transformation

CED will support—and lead, when appropriate—the University’s efforts to foster a climate and culture aligned with URI’s diversity, equity, inclusion, and social justice strategic goals.

Institutional transformation is a systemic effort to align URI’s values with its practice; to promote substantive change in organizational climate and organizational culture. Institutional transformation is nurtured when every member of the community commits to engaging new paradigms that change URI’s identity and image in the areas of diversity, equity, inclusion, and social justice. CED recognizes that many student, staff, and faculty-led organizations have worked within and across divisions to effect campus climate and culture change (e.g., Equity Council; President’s Commission on the Status of Women; President’s Commission on People with Disabilities; President’s Commission on the Status of Students, Staff, and Faculty of Color; President’s LGBTQ Commission; and others).

We offer the following goals, strategies, and actions to help continue and build upon these efforts, borrowing from two existing frameworks on climate and culture: the three levels of culture (Schein, 1990)* and the four dimensions of campus climate (Hurtado, Milem, Clayton-Pedersen, and Allen, 1999)**. The objectives for this goal are as follows: (a) Transform each level of institutional culture so that community members experience a welcoming, equitable, and inclusive environment. (b) Transform each dimension of institutional climate so that community members experience a welcoming, equitable, and inclusive environment.

* Schein, E. H. (1990). Organizational culture. *American Psychologist*, 45, 109-119.

** Hurtado, S., Milem, J., Clayton-Pedersen, A., & Allen, W. (1999). *Enacting diverse learning environments: Improving the climate for racial/ethnic diversity in higher education*. San Francisco: Jossey-Bass.

Strategy 1

Identify the artifacts and symbols at URI that do not communicate a welcoming and inclusive environment.

ACTIONS:

1. Conduct an assessment of how campus imagery, symbols, traditions, forms, structures (physical and organizational), and policies communicate URI's values of diversity, equity, inclusion, and social justice.
2. Establish and enhance physical spaces so that all community members feel safe and respected.
3. Collaborate with the URI community to encourage the use of images that are representative; and the creation of forms, rooms, and buildings that are compliant with universal design recommendations.
4. Recognize and publicize accomplishments, contributions, and career milestones for employees. Affirming innovation in research, teaching, and service of faculty from marginalized groups is a way to convey the many ways in which people from marginalized groups contribute to the community.

Strategy 2

Identify URI's espoused values and beliefs that are not aligned with Goal 4 of the University's Academic Strategic Plan.

ACTIONS:

1. Work with the appropriate divisions to communicate URI's commitment to diversity, equity, inclusion, and social justice widely and consistently.
2. Encourage a climate that celebrates differences and abilities among all community members at URI, while affirming the many outstanding contributions of students, faculty, and staff from marginalized groups.
3. Work actively with the Bias Response Team to encourage the URI community to recognize and interrupt (i.e., intervene, report, etc.) harassment and oppressive incidents, encouraging all URI community members to become active bystanders.

Strategy 3

Address the mental models and assumptions that reflect unconscious bias, taken-for-granted beliefs, perceptions, thoughts, and feelings rooted in the oppression of community members from marginalized groups.

ACTIONS:

1. Model, provide guidance, and encourage equity-mindedness in planning and decision-making processes across the institution.
2. Acknowledge and support individual, group, and organizational efforts at holding conversations, trainings, and workshops that support diversity, equity, inclusion, and social justice.
3. Work with the Office of the Provost and with the Faculty Senate to encourage diversity expectations in the tenure review process and to broaden criteria for research, teaching, and service.
4. Use this CED Strategic Plan as a tool to communicate with the URI community. For example, CED Strategic Plan progress reports can highlight the University's successes or call attention to areas that need work in the areas of diversity, equity, inclusion, and social justice.
5. Review and, if necessary, revise policies and practices that do not align with URI's Cornerstones.
6. Encourage faculty to establish an interdisciplinary social justice minor that focuses on general or specific topics within diversity, equity, inclusion, and social justice.

Strategy 4

Acknowledge and raise awareness of the historical context of exclusion or inclusion that shapes the experiences of URI community members from marginalized groups.

ACTIONS:

1. Use qualitative and quantitative research methods (e.g., interviews, focus groups, and surveys) to understand the experiences of students, faculty, and staff from marginalized groups as members of the URI community.
2. Identify and showcase important moments in URI's history that define inclusive experiences of students, faculty, and staff from marginalized groups in the URI community (e.g., online diversity history timeline).
3. Conduct diversity mapping across the URI community (e.g., existing diversity efforts, diversity courses, general education requirements, affinity groups, social justice efforts, etc.) within an appreciative inquiry framework.

Strategy 5

Identify and raise awareness about how the composition of various URI community groups (staff within particular departments/divisions or at particular levels, committees, faculty groups, students in particular majors, etc.) determines and affects how individuals experience this institutional community.

ACTIONS:

1. Work with Institutional Research to gather data on demographics (students/faculty/staff).
2. Develop opportunities for students, faculty, and staff from marginalized groups to participate in shared governance.
3. Conduct exit interviews to understand whether reasons for leaving employment had anything to do with climate as it pertains to inclusiveness.
4. Examine wages, benefits, leave, and other employment-related activities.
5. Monitor faculty and staff turnover, identify barriers to advancement, and make recommendations for remediating barriers.

Strategy 6

Understand and address the extent to which individuals perceive conflict and discrimination on campus, feel somehow singled out because of their background, or perceive institutional support/commitment related to diversity.

ACTIONS:

1. Offer programs, presentations, and trainings that educate the community about the realities faced by students, faculty, and staff from marginalized groups.
2. Study and aim to improve the sense of belonging experienced by community members from marginalized groups, and address the conditions that create alienation and intergroup conflict.
3. Provide support for faculty who enhance teaching methods to meet the learning needs of students, and integrate cultural competencies and social justice skills into their courses.

Strategy 7

Identify ways in which the interactions between and among different groups affect the type and level of their participation in campus programs, traditions, and activities and their engagement in various institutional systems.

ACTIONS:

1. Continue to offer advocacy and support for students, faculty, and staff from marginalized groups by sponsoring a broad array of programming across the institution.
2. Encourage more positive and productive intergroup experiences through candid intergroup dialogues.

University of Rhode Island Academic Strategic Plan 2016 - 2021

The University's Academic Strategic Plan identifies a total of six goals to accomplish with the timeframe identified. (The complete plan: web.uri.edu/academic-planning/files/academic_plan_handbook.pdf)

Goal 1: Enhance Student Success; Goal 2: Expand Research, Scholarship, and Creative Work; Goal 3: Grow a Global Presence; **Goal 4: Embrace Diversity and Social Justice**; **Goal 5: Streamline Processes to Improve Effectiveness**; Goal 6: Implement a Bold Advancement Agenda.

I would like to point out those strategic plans that identify goals, strategies and action items to improve the representation of minorities, and to create workplace culture that values diversity and inclusion and ensures quality service to the people of Rhode Island.

Goal 4: Embrace Diversity and Social Justice.

Inspire an enlightened community that is characterized by vibrant cultural diversity; embraces differences; is built upon a learning environment that fosters respect, understanding, and social justice; and rejects prejudice and intolerance.

Strategy 1: Develop robust plans for diversifying faculty and staff by employing new and novel approaches that realize and retain greater numbers of diverse faculty.

ACTIONS:

1. Encourage and support departments and colleges in using URI's Affirmative Action Plan, institutional data, and best practices to increase the number of diverse faculty and staff.
2. Educate the community about systemic and structured discrimination and marginalization.
3. Inform the community of the success of efforts to diversify faculty, staff, and students.
4. Secure institutional commitment to eliminating disparities in recruitment, hiring, and retaining of employees, and ensure that all departments are accountable for diversity hiring and retention.
5. Ensure that search committees within departments and colleges understand and implement affirmative recruitment, hiring, and retention plans sensitive to diversity.
6. Elevate institutional recognition and visibility at all levels of teaching and scholarship that focus on diversity, equity, and social justice, including ensuring appropriate consideration in the promotion and tenure process.
7. Develop professional development and mentoring programs for staff and faculty from underrepresented groups at all career levels.
8. Further advance and support work/life flexibility policies and practices.
9. Engage college diversity committees and presidential commissions in recruitment and retention, and in fostering a welcoming, supportive, and inclusive climate for faculty.

Strategy 2. Increase the recruitment, retention, and graduation of students from underrepresented groups, and provide support for their inclusion and success in the academic environment.

ACTIONS:

1. Designate academic program liaisons to work with the Office on recruitment efforts and to develop outreach to engage and excite underrepresented K–12 students about URI.
2. Examine the use and impact on student success of diversity coordinators/advisors as mentors of undergraduate and graduate students from underrepresented groups.
3. Expand peer tutoring and support programs for underrepresented groups to increase success in Gateway courses and other challenging courses.
4. Seek and secure external funding for programs (e.g., Ford and Gates Foundations) that support the inclusion and success of marginalized students in the academic environment.
5. Educate faculty about effective mentorship of graduate students from underrepresented groups and develop other targeted opportunities to increase diversity among graduates.
6. Develop targeted opportunities to increase diversity among graduate students.

Strategy 3: Create an active learning community among students, faculty, staff, and administrators that engages in open discourse and enhanced understanding about what it means to be a diverse and socially just community.

ACTIONS:

1. Engage and inform faculty about inclusive pedagogy, classroom climate, practices and policies, and diverse learning styles and encourage faculty scholarship in these areas.
2. Expand undergraduate coursework addressing diversity and inclusion through infusion of diverse course material in existing courses and development of new courses.
3. Urge graduate students from all departments and programs to participate in cultural competency courses as part of postgraduate education.
4. Leverage the Multicultural and Diversity Enhancement Fund for course development in multicultural competency.
5. Advance awareness and pedagogical sensitivity related to equity and diversity through faculty and staff orientation and professional development programs.
6. Incentivize faculty to integrate diversity and inclusion principles and practices in their work.

Goal 5. Streamline Processes to Improve Effectiveness

Engender a highly professional work culture that celebrates service and is characterized by flexible, effective, and efficient processes and by trust, support, and recognition towards greater institutional effectiveness.

Strategy 1: Develop new strategic and supportive human resource, affirmative action, and payroll administrative processes within all divisions of the University that enable efficiency and effectiveness in hiring and retaining excellent employees, and in performance management.

ACTIONS:

1. Lead a collaborative process to develop a workplace vision and organizational values for the University.
2. Propose changes to the hiring process without compromising recruitment of diverse applicants such as:
 - a. Update personnel classifications and re-engineer human resource processes to promote additional paperless electronic processes (including internal payroll.)
 - b. Develop a system designed to hire qualified people for jobs at all levels in a timely manner.
 - i. Determine optimal position approval process for most efficient hiring.
 - ii. Improve timing in processes related to all aspects of hiring including processing forms, approval to interview, approvals for hiring offers, and appointments

- c. Formally propose greater autonomy from the state classification system.
 - i. Explore opportunities to allow for greater autonomy for approvals of new positions and performance-based merit pay.
 - ii. Forms should reflect greater sensitivity to diversity (e.g., gender orientation.)
- 3. Ensure comprehensive recruitment strategies with competitive salaries, dual professional employment opportunities, faculty start-ups, and relocation assistance.
- 4. All divisional/department heads should assess position descriptions annually to determine if required skill sets are current and to propose updates to better meet current and future workplace needs.
 - a. Document the essential functions performed by current employees.
 - b. Review job responsibilities to ensure they meet current needs and anticipate future needs; determine desired changes and work with HR to update and keep current.
 - c. Identify new positions, taking into account creative ways to accomplish goals (e.g., shared positions, hourly work, and other employment arrangements.)
 - d. Prioritize positions strategically and develop a long-range (2–4 years) timeline for future funding requests.
- 5. Reinvest in a staff development program and performance management system.
 - a. Institute cross training or similar mechanism to allow decision-making and response time to flow more quickly for hiring offers, search-related decisions, and performance management.
 - b. Examine compensation and merit pay connected to performance management and professional development for greater organizational effectiveness.
 - c. Strengthen coordination between the areas of community, equity, and diversity (including the Office of Affirmative Action, Equal Opportunity and Diversity) and Human Resource Administration, and other areas as applicable.
 - d. Incorporate diversity and equity training into staff development programs.

SECTION H

APPENDIX

H. APPENDIX

- Council on Postsecondary Education Sexual Harassment and Sexual Violence Policy
- Council on Postsecondary Education Complaint Procedures for Discrimination, Sexual Harassment and Sexual Violence
- University of Rhode Island Incident Report Form
- Description of Job Categories
- Racial/Ethnic Identification
- Title 28 Labor and Labor Relations
- State Executive Orders
- Public Law 97-118
- State of Rhode Island Sexual Harassment Guidelines
- Department of Administration Guidelines For Ensuring Unbiased Work Environments
- Employee Self-Identification of Disability and Request for Reasonable Accommodations
- Sample – Americans With Disabilities/504 Complaint Procedure
- State Equal Opportunity Office – Discrimination Complaint Procedures
- State Equal Opportunity Office – Complaint Information Form
- Retaliation or Coercion Statement
- State Equal Opportunity Office – Exit Interview Procedure
- Equal Opportunity Advisory Committee Guidelines
- Diversity Advisory Council Guidelines
- Enforcement Agencies



COUNCIL ON POSTSECONDARY EDUCATION SEXUAL HARASSMENT AND SEXUAL VIOLENCE POLICY

CPE Approved (4-1-2015)
Technical Rev. (3-12-18)
Contact information revised (8-14-18)

COUNCIL ON POSTSECONDARY EDUCATION SEXUAL HARASSMENT AND SEXUAL VIOLENCE POLICY

POLICY STATEMENT

It is the policy of the Council on Postsecondary Education (“CPE”), its constituent institutions of higher education (specifically, the University of Rhode Island, Rhode Island College, the Community College of Rhode Island) and the Office of Postsecondary Commissioner (collectively referred to as the “Covered Entities”) to prohibit all forms of unlawful sexual harassment and sexual violence, as those terms are defined herein.

PURPOSE AND GOALS OF POLICY

- (5) Defines the types of conduct that will be considered to be prohibited sexual harassment, sexual assault and sexual violence at the Covered Entities;
- (6) Provides examples of such prohibited conduct;
- (7) Sets forth the mandatory and discretionary reporting obligations and procedures pertaining to such conduct that is witnessed, experienced or learned about by, or reported to, employees of the Covered Entities.
- (8) Provides a list of contacts, and internal and external resources, available to individuals who experience or witness acts of sexual harassment, sexual assault and sexual violence or who have questions relating to those subjects.

BACKGROUND

Sexual harassment, as defined herein, is prohibited in employment by Title VII of the 1964 Civil Rights Act and the Rhode Island Fair Employment Practices Act, and in education programs, activities and benefits by Title IX of the Educational Amendments of 1972 and Title VI of the 1964 Civil Rights Act.

Sexual violence (as defined herein) is prohibited in both the employment context, as well as in the educational programs, activities and benefits context, under Title IX of the Educational Amendments of 1972 (“Title IX”) and the Violence Against Woman Reauthorization Act of 2013 (“VAWA”).

APPLICABILITY

All faculty, staff, and students at all Covered Entities must comply with this policy in an effort to foster an inclusive and safe academic and work environment. This policy applies to the perpetration of sexual harassment, sexual assault or sexual violence by one member of the Covered Entity’s community (faculty, staff, student, or volunteer) against another. Depending on the context, the policy may also apply where one of the involved or affected parties is a visitor or a contractor performing work on behalf of the Covered Entity. The policy applies to all such behavior occurring on campus, and to behavior occurring off campus when the behavior arises in the context of a Covered Entity event or otherwise has a significant relation to, or could have a significant impact on, the Covered Entity’s living, learning or employment environments.

SEXUAL HARASSMENT

Sexual Harassment is defined as unwelcome sexual advances, request for sexual favors, and any other verbal, non-verbal or physical conduct of a sexual nature when:

- (1) Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's education, employment, or participation in programs or activities at the Covered Entity;
- (2) Submission to or rejection of such conduct by an individual is used as a basis for decisions affecting that individual's education, employment, or participation in programs or activities at the Covered Entity; or
- (3) Such conduct is so severe or pervasive that it has the purpose or effect of unreasonably interfering with an individual's education, employment or participation in programs or activities at the Covered Entity and/or creating an intimidating, hostile, offensive or abusive employment, academic, extracurricular or living or learning environment for the individual at the Covered Entity.

The following are just two examples of conduct and behavior that will very likely be considered sexual harassment under this policy:

- (1) A faculty member conditions a student's favorable evaluation on the student's submission to sexual advances. The faculty member then gives the student a poor evaluation after the student rejects the faculty member's advances.
- (2) A student editor for the college newspaper continually and inappropriately touches another student newspaper staff member in a sexual manner over an extended period of time. The touching is unwelcome and continues even after the student editor is asked to stop. The conduct makes the staff member uncomfortable and creates an offensive and hostile environment in the newsroom.

Sexual harassment can arise from many different types of unwelcome verbal, nonverbal and physical conduct ranging from sexual gestures or teasing to sexual assault, acts of sexual violence, including domestic and dating violence, stalking and other coercive activity.

Examples of such conduct and behaviors that may lead to a finding of sexual harassment include, but are not limited to, the following:

- (1) Verbal: Sexual remarks, comments, jokes and innuendos, communicating unwelcome stories about someone's social or sexual life, and propositions or pressure for social or sexual contact.
- (2) Non-verbal: The display of sexually explicit stares, gestures or suggestive pictures, including secretly video recording sexual acts or objects.
- (3) Physical: Unwanted touching, patting, grabbing, pinching, including sexual assault, domestic violence, dating violence stalking and rape.

Sexual harassment need not be intentional. The intent of the person who is alleged to have committed such behavior may not be relevant to determining whether a violation has occurred. The relevant determination is whether a reasonable person similarly situated could have reasonably considered the alleged behavior to be sexual harassment.

Acts that do not necessarily involve conduct of a sexual nature but are based on sex or gender-stereotyping, and which may include physical aggression, intimidation, hostility, humiliation, insulting and hazing, may also be considered sexual harassment under this policy. Specific examples of such behavior that may lead to a finding of sexual harassment include the following:

- (1) A male employee is repeatedly taunted and insulted verbally by his co-workers for his “looking like a girl,” “for acting like a girl” and “acting like a queer.”
- (2) A female program director is repeatedly called “bossy”, “overly aggressive” and “un-lady like” by her male supervisors with some of these criticisms noted in her performance evaluations.

SEXUAL VIOLENCE

As used in this policy, the term sexual violence shall refer to (a) “sexual violence under Title IX” as that term is defined herein; (b) “sexual or relationship assault or violence under VAWA” as that term is defined herein; and/or (c) “sexual assault or relationship violence under Rhode Island law” as defined herein. *All forms of sexual assault and violence are prohibited under this policy.*

SEXUAL VIOLENCE UNDER TITLE IX

Sexual violence under Title IX, as described in the April 4, 2011 guidance issued by the U.S. Department of Education, is a form of sexual harassment, and refers to: physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to the victim’s use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and other forms of sexual coercion.

SEXUAL OR RELATIONSHIP VIOLENCE OR ASSAULT UNDER VAWA

Sexual or relationship violence or assault under VAWA refers to the following offenses, as defined herein: Sexual Assault-VAWA; Domestic Violence-VAWA; Dating Violence-VAWA; and Stalking-VAWA.

SEXUAL ASSAULT- VAWA

An offense that meets one of the following definitions of rape, fondling, incest, or statutory rape used in the FBI’s Uniform Crime reporting Program.

Rape ---The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape—Sexual intercourse with a person who is under the statutory age of consent.

DATING VIOLENCE- VAWA

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

(B) Dating violence does not include acts covered under the definition of domestic violence.

DOMESTIC VIOLENCE- VAWA

A felony or misdemeanor crime of violence committed—

(A) By a current or former spouse or intimate partner of the victim;

(B) By a person with whom the victim shares a child in common;

(C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;

(D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or

(E) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

STALKING- VAWA

(i) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

(A) Fear for the person’s safety or the safety of others; or

(B) Suffer substantial emotional distress.

(ii) For the purposes of this definition—

(A) *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, including social media, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

(B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.

(C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

SEXUAL OR RELATIONSHIP VIOLENCE OR ASSAULT UNDER RHODE ISLAND LAW

Sexual or Relationship Assault or Violence under Rhode Island Law refers to the following offenses, as defined herein and fully set forth on **EXHIBIT A** attached hereto and made a part hereof:

SEXUAL ASSAULT – RI (as defined in R.I.G.L §11-37-1 through §11-37-6)

DATING VIOLENCE – RI (as defined in R.I.G.L. §16-22-24)

DOMESTIC VIOLENCE –RI (as defined in R.I.G.L. §12-29-2)

STALKING – RI (as defined in R.I.G.L. §11-59-1 though §11-59-2)

RETALIATION

Retaliation against any complainant or witness is prohibited and shall be treated as a separate violation under this policy as well as any of the Covered Entity’s community standards and Non-Discrimination Policy.

Furthermore, no officer, employee, student or agent of any of the Covered Entities shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under any provision of law, or any of the Covered Entity’s policies or procedures, relating to campus security or campus crime reporting,

including any laws and policies relating to the reporting of, and required responses to, allegations of sexual violence.

REPORTING PROCEDURES AND AVAILABLE RESOURCES

Each of the Covered Entities shall establish, and make known to their students and employees, their (legally compliant) “reporting procedures” for the reporting of instances or complaints of sexual harassment and sexual violence, including a description of which employees shall be responsible for reporting, and which official(s) shall be responsible for receiving such reports. The Covered Entities shall also publish and make available to all of their students and employees information about “available resources” for individuals who believe they are victims of, witnesses to, or are simply concerned about, sexual harassment or sexual violence. Such “available information” should include a list of internal and external agencies, offices, hotlines, websites, or other information resources or service providers the Covered Entity believes would be important or valuable resources for their students and employees. The current “reporting procedures” descriptions, and “available resources” listings, for the University of Rhode Island, Rhode Island College, the Community College of Rhode Island, and the Office of the Postsecondary Commissioner, are attached hereto as Exhibits B, C, D and E respectively, and are incorporated by reference into this policy. Each Covered Entity shall be obligated to keep their “reporting procedures” descriptions and “available resources” listings current, and to promptly provide all updates to them (i.e. revisions to Exhibits B, C, D or E) to the Council, which will substitute the updated exhibits for the old ones and attach them to this policy.

INVESTIGATIONS AND DISCIPLINARY ACTIONS

Each Covered Entity shall investigate complaints and allegations of sexual harassment and sexual violence **against their employees**, pursuant to the Council for Postsecondary Education Discrimination Complaint Procedures. Each Covered Entity shall also investigate complaints and allegations of sexual harassment and sexual violence **against their students** in accordance with procedures described in their respective student conduct policies. Individual Covered Entity employees found in violation of this policy may be subject to disciplinary action up to and including remedial education, written reprimand, suspension and/or termination.

EXHIBIT A

ADDITIONAL DEFINITIONS RELEVANT TO “SEXUAL OR RELATIONSHIP ASSAULT OR VIOLENCE UNDER RHODE ISLAND LAW”

SEXUAL ASSAULT- RI (R.I.G.L. 11-37-1 thru 11-37-6)

“First degree sexual assault” – A person is guilty of first degree sexual assault if he or she engages in sexual penetration with another person, and if any of the following circumstances exist:

- (1) The accused, not being the spouse, knows or has reason to know that the victim is mentally incapacitated, mentally disabled, or physically helpless.
- (2) The accused uses force or coercion.
- (3) The accused, through concealment or by the element of surprise, is able to overcome the victim.
- (4) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification, or stimulation.

“Second degree sexual assault” – A person is guilty of a second-degree sexual assault if he or she engages in sexual contact with another person and if any of the following circumstances exist:

- (1) The accused knows or has reason to know that the victim is mentally incapacitated, mentally disabled, or physically helpless.
- (2) The accused uses force, element of surprise, or coercion.
- (3) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification, or stimulation.

“Third degree sexual assault” – A person is guilty of third degree sexual assault if he or she is over the age of eighteen (18) years and engaged in sexual penetration with another person over the age of fourteen (14) years and under the age of consent, sixteen (16) years of age.

The following words and phrases, when used in the above definition, have the following meanings:

- (1) *"Accused"* means a person accused of a sexual assault.
- (2) *"Force or coercion"* means when the accused does any of the following:
 - (i) Uses or threatens to use a weapon, or any article used or fashioned in a manner to lead the victim to reasonably believe it to be a weapon.
 - (ii) Overcomes the victim through the application of physical force or physical violence.
 - (iii) Coerces the victim to submit by threatening to use force or violence on the victim and the victim reasonably believes that the accused has the present ability to execute these threats.

(iv) Coerces the victim to submit by threatening to at some time in the future murder, inflict serious bodily injury upon or kidnap the victim or any other person and the victim reasonably believes that the accused has the ability to execute this threat.

(3) "*Intimate parts*" means the genital or anal areas, groin, inner thigh, or buttock of any person or the breast of a female.

(4) "*Mentally disabled*" means a person who has a mental impairment which renders that person incapable of appraising the nature of the act.

(5) "*Mentally incapacitated*" means a person who is rendered temporarily incapable of appraising or controlling his or her conduct due to the influence of a narcotic, anesthetic, or other substance administered to that person without his or her consent, or who is mentally unable to communicate unwillingness to engage in the act.

(6) "*Physically helpless*" means a person who is unconscious, asleep, or for any other reason is physically unable to communicate unwillingness to an act.

(7) "*Sexual contact*" means the intentional touching of the victim's or accused's intimate parts, clothed or unclothed, if that intentional touching can be reasonably construed as intended by the accused to be for the purpose of sexual arousal, gratification, or assault.

(8) "*Sexual penetration*" means sexual intercourse, cunnilingus, fellatio, and anal intercourse, or any other intrusion, however slight, by any part of a person's body or by any object into the genital or anal openings of another person's body, or the victim's own body upon the accused's instruction, but emission of semen is not required.

(9) "*Spouse*" means a person married to the accused at the time of the alleged sexual assault, except that such persons shall not be considered the spouse if the couple are living apart and a decision for divorce has been granted, whether or not a final decree has been entered.

(10) "*Victim*" means the person alleging to have been subjected to sexual assault.

DATING VIOLENCE- RI (R.I.G.L. 16-22-24)

"Dating violence" means a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal or emotional abuse to control his or her dating partner.

The following words and phrases, when used in the above definition, have the following meanings:

"Dating partner" means any person involved in an intimate association with another primarily characterized by the expectation of affectionate involvement whether casual, serious or long-term.

DOMESTIC VIOLENCE- RI (R.I.G.L. 12-29-2)

"Domestic violence" includes, but is not limited to, any of the following crimes when committed by one family or household member against another:

- (1) Simple assault (§ 11-5-3);
- (2) Felony assaults (§§ 11-5-1, 11-5-2, and 11-5-4);
- (3) Vandalism (§ 11-44-1);
- (4) Disorderly conduct (§ 11-45-1);
- (5) Trespass (§ 11-44-26);
- (6) Kidnapping (§ 11-26-1);
- (7) Child-snatching (§ 11-26-1.1);
- (8) Sexual assault (§§ 11-37-2, 11-37-4);
- (9) Homicide (§§ 11-23-1 and 11-23-3);
- (10) Violation of the provisions of a protective order entered pursuant to § 15-5-19, chapter 15 of title 15, or chapter 8.1 of title 8 where the respondent has knowledge of the order and the penalty for its violation or a violation of a no contact order issued pursuant to § 12-29-4;
- (11) Stalking (§§ 11-59-1 et seq.);
- (12) Refusal to relinquish or to damage or to obstruct a telephone (§ 11-35-14);
- (13) Burglary and Unlawful Entry (§ 11-8-1 et seq.);
- (14) Arson (§ 11-4-2 et seq.);
- (15) Cyberstalking and cyberharassment (§ 11-52-4.2); and
- (16) Domestic assault by strangulation § 11-5-2.3.

The following words and phrases, when used in the above definition, have the following meanings:

"Family or household member" means spouses, former spouses, adult persons related by blood or marriage, adult persons who are presently residing together or who have resided together in the past three (3) years, and persons who have a child in common regardless of whether they have been married or have lived together, or if persons who are or have been in a substantive dating or engagement relationship within the past one year which shall be determined by the court's consideration of the following factors:

- (1) the length of time of the relationship;

- (2) the type of the relationship;
- (3) the frequency of the interaction between the parties.

"Victim" means a family or household member who has been subjected to domestic violence.

STALKING- RI (R.I.G.L. 11-59-1 through 11-59-2)

"Stalking" means when a person: (1) harasses another person; or (2) willfully, maliciously, and repeatedly follows another person with the intent to place that person in reasonable fear of bodily injury.

The following words and phrases, when used in the above definition, have the following meanings:

(1) **"Course of conduct"** means a pattern of conduct composed of a series of acts over a period of time, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct."

(2) **"Harasses"** means a knowing and willful course of conduct directed at a specific person with the intent to seriously alarm, annoy, or bother the person, and which serves no legitimate purpose. The course of conduct must be such as would cause a reasonable person to suffer substantial emotional distress, or be in fear of bodily injury.

EXHIBIT B
Reporting Procedures and Resource Listings
for
The University of Rhode Island

REPORTING

Any person who feels that they may have been the target of or witness to sexual harassment, including sexual violence or sexual assault is encouraged to seek redress through the following:

- (1) Student-to-student complaint - Office of Student Life, URI Police Department
- (2) Student-to-faculty complaint - Department Chair, College Dean, URI Police Department
- (3) Student-to-staff or staff-to-staff or faculty-to-faculty or faculty-to-staff complaint: Human Resources, Chair or Dean, URI Police Department or:

The University of Rhode Island's Office of Affirmative Action, Equal Opportunity and Diversity
Title IX Coordinator - Roxanne M. Gomes, Administrator
Deputy Title IX Coordinator - Gerard J. Holder, Investigator
201 Carlotti Administration Building
Kingston, Rhode Island 02881
Phone: 401-874-2442
Fax: 401-874-2995
TTY Via Relay 711
uri.edu/affirmativeaction

The following individuals shall be considered "responsible employees" at URI for purposes of reporting complaints and incidents of sexual harassment and sexual violence under the CPE's Sexual Harassment and Sexual Violence Policy: All Senior University Officials, including all University Officers and all Senior Administrators with a rank of Director or higher (e.g. Directors, Vice Presidents, President); All Full Time and Part Time Faculty; All Academic Deans and Department Chairs; All employees who are responsible supervisors for one or more other employees; All Resident Assistants; All coaches; and All other individuals designated as "Campus Security Authorities," as listed in the University's Annual Crime Statistics and Fire Safety Report ("Clery Report"). Notwithstanding the foregoing, mental health counselors, pastoral counselors, psychologists, health services employees or other employees with a professional license that requires confidentiality, or employees supervised by any such employees, are not considered responsible employees for reporting purposes, and shall not report incidents of sexual harassment or sexual violence in a way that identifies the student, without the student's consent.

All such responsible employees are obligated to report all actual, suspected or alleged incidents of sexual harassment and sexual violence which are reported to them, or of which they become aware, to the Office of Affirmative Action/Title IX Coordinator (when

the alleged perpetrator is an employee) or the Office of Student Life (when the alleged perpetrator is a student).

AVAILABLE RESOURCES

The University recognizes that some individuals, for a variety of reasons, may be reluctant to cooperate or participate in the investigation or file a complaint without the advice or counsel of a sympathetic party. The following resources are available to provide assistance and information to anyone who is concerned or witnessed incident(s) of sexual harassment and sexual violence or sexual assault:

Internal Resources:

Counseling Center – 401-874-2288 Health Services – 401-874-2246
Office of Student Life – 401-874-2101 Women’s Center 401-874-2097
CEPS Department of Student Services – 401-277-5000

Campus Police:
Kingston Campus 401-874-2121
College of Education and Professional Studies 401-277-5155
Narragansett Bay Campus 401-874-4910

External Resources:

U.S. Department of Education
Office for Civil Rights, Boston Office
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
617-289-0111

Rhode Island Commission for Human Rights
180 Westminster Street, 3rd Floor
Providence, RI 02903
401-222-2662

Equal Employment Opportunity Commission
Boston Area Office
J.F.K. Federal Building, Room 475
475 Government Center
Boston, MA 02203
Toll Free 1-866-408-8075
617-565-3200

Other Resources: [Click here](#) for emergency services.

**COUNCIL ON POSTSECONDARY EDUCATION
COMPLAINT PROCEDURES
for
DISCRIMINATION, SEXUAL HARASSMENT & SEXUAL VIOLENCE
Approved June 17, 2015**

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**INTRODUCTION: GENERAL COMPLAINT PROCEDURES
PERTAINING TO EMPLOYEES**

These complaint procedures apply to complaints by or regarding employees of the Council on Postsecondary Education (the “Council”), at the University of Rhode Island, Rhode Island College, and The Community College of Rhode Island (the “Institutions”) and the Office of the Postsecondary Commissioner (“OPC”), alleging unlawful discrimination, harassment, and retaliation as well as all types of sexual harassment and sexual violence that are prohibited by Title IX (including sexual assault, sexual battery, rape and sexual coercion) and all types of sexual or relationship assault or violence that are prohibited by the Violence Against Women Reauthorization Act (“VAWA”) of 2013, (which are sexual assault, domestic violence, dating violence, and stalking). All of the sexual and relationship offenses prohibited under Title IX and VAWA, which are also

all prohibited by the Council's Sexual Harassment and Sexual Violence Policy, will hereinafter be collectively referred to by the general term "sexual violence."

The Council prohibits discrimination, including harassment and retaliation, on the basis of race, color, creed, national or ethnic origin, gender, gender identity or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status or status as a special disabled veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. The Council also prohibits all forms of sexual harassment and sexual violence.

These procedures are also applicable to complaints and cases that may arise under, and are intended to be consistent and compliant with the procedural and substantive provisions of, applicable state and federal law and regulations including but not limited to Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the 1972 Educational Amendments to the Higher Education Act; the Age Discrimination in Employment Act of 1967; Sections 503 and 504 of the Rehabilitation Act of 1973, as amended; Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended; the Equal Pay Act of 1963; the Americans with Disabilities Act of 1990; ADA Amendment Act of 2008; the Higher Education Act of 1965, as amended; the Violence Against Women Reauthorization Act of 2013; the Genetic Information Nondiscrimination Act, Executive Order 11246, as amended; Executive Order 91-39; Executive Order 92-2; and Rhode Island General Law §28-5.1, as amended.

These procedures also describe the process for individual members of the relevant campus communities (e.g., faculty, staff or students), and employees of the Office of Postsecondary Commissioner ("OPC"), to follow in the event they believe themselves or others, to have been victim of unlawful discrimination, harassment, retaliation, sexual harassment, or sexual violence. These procedures also describe the required process for the investigation and resolution of allegations of such wrongful conduct by the institutions and OPC.

Complaints regarding the institutions' President or the Commissioner of Postsecondary Education should be filed with the Office of General Counsel for the Council on Postsecondary Education.

A complaint may also be filed against institutional service providers, vendors, and other contractors. In these instances, the Affirmative Action Office shall determine, within its discretion, appropriate response and action.

The provisions of the collective bargaining agreements governing unionized employees may provide additional mechanisms for addressing allegations of discrimination.

OFFICES FOR COMPLAINANTS TO CONTACT

If any member of the relevant campus communities (e.g.: faculty, staff or students) or employees of the OPC believe that their rights (and/or the rights of others) have been violated and wish further information, advice or assistance in filing a complaint, they should, as a first step contact:

University of Rhode Island

Affirmative Action Office/ Title IX Coordinator (Roxanne Gomes)

201 Carlotti Administration Building

Kingston, Rhode Island 02881

Phone: (401) 874-2442

TTY - via RI Relay at 1-800-745-5555

Rhode Island College

Affirmative Action Office/Title IX Coordinator (Maggie Sullivan)

600 Mt. Pleasant Avenue

Providence, Rhode Island 02908

Phone: (401) 456-8000

TTY - via RI Relay at 1-800-745-5555

Community College of Rhode Island

Affirmative Action Office/Title IX Coordinator (Sheri Norton)

400 East Avenue

Warwick, Rhode Island 02886

Phone: (401) 825-1000

TDD: (401) 825-2313

Office of Postsecondary Commissioner

Affirmative Action Office/Title IX Coordinator (Interim: Ann Marie Coleman)

80 Washington Street, Ste. 450

Providence, Rhode Island 02903

Phone: (401) 456-6000

TDD: (401) 456-6027

Complainant

INFORMATION FOR COMPLAINANTS ALLEGING SEXUAL VIOLENCE

In cases involving allegations of sexual violence, Complainants shall, in addition, be provided an explanation of his/her rights and options, which shall include a description of available options for, and assistance in, changing academic, living, transportation, and working situations, as well as information about:

1. the importance of seeking immediate medical attention for sexual violence
2. other available health care and counseling services
3. the importance of preserving evidence for proof in the investigation or subsequent proceedings, or for obtaining a protective order
4. to whom the alleged sexual violence should be reported
5. options regarding notifying law enforcement and/or campus authorities, including notification of the Complainant regarding the Complainant's right to:
 - a. notify either police (local or campus) or campus authorities
 - b. be assisted by campus authorities in notifying law enforcement if the Complainant so chooses
 - c. decline to notify such authorities
6. the rights of Complainants and the institutions in notifying law enforcement if the protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

If the Complainant alleging sexual violence is a student, the student shall also be referred to the appropriate Student Affairs Office responsible for advising student victims of alleged sexual violence, which shall provide further relevant information and assistance to the student, as required by Title IX, VAWA, local law and institution/OPC policies. If the complaint alleges sexual violence, the complaint investigation and proceedings shall provide a prompt, fair and impartial process (which includes the provision to the parties of timely and equal access to any information that will be used during the formal resolution process) and shall be conducted by an official (or officials) who do not have a conflict or bias for or against the Complainant or Respondent and who have received annual training on methods and processes for conducting complaint investigations and proceedings in a manner that protects the safety of victims and promotes accountability, and any other training required by law or University policy.

COMPLAINTS AGAINST STUDENTS

In the event that an employee files a complaint against a student, the Affirmative Action Officer/Title IX Coordinator and the Division/Office of Student Affairs will determine which office will proceed with the processing of the complaint. Proceedings involving student-to-student complaints will be adjudicated through the Division/Office of Student Affairs and must comply with the procedural guidelines contained in the institution's student handbook.

REPORTING BY RESPONSIBLE EMPLOYEES

The required general procedures pertaining to the reporting of instances or complaints of sexual harassment and sexual violence are set forth in the Council on Postsecondary Education Sexual Harassment and Sexual Violence Policy. The more specific reporting procedures established by each Institution and the OPC are set forth in Attachments B, C, D and E of that Policy. Those specific reporting procedures list the “responsible employees” at each of the Institutions and the OPC who are required to report complaints and incidents of sexual harassment and sexual violence reported to them or of which they become aware. Those same “responsible employees” shall also be required under these Procedures to report all other instances and allegations of other types of discrimination (i.e. discrimination other than sexual harassment and sexual violence), including but not limited to racial or gender discrimination, or retaliation, to their institution’s/OPC’s Affirmative Action Office.

FILING DEADLINES

To provide adequate opportunity for a prompt investigation, that enables access to the most current evidence, parties are encouraged to file complaints as soon as possible. All complaints under this procedure must normally be filed within 365 days after the last of alleged discriminatory act occurred. The Institution’s/Office’s ability to respond to complaints filed beyond this time is limited. However, complaints or cases involving allegations of continuing unlawful discrimination, harassment, sexual harassment, sexual violence, or retaliation may be fully investigated, including occurrences beyond the 365-day time frame, so long as the last act of alleged discrimination occurred within the prescribed filing deadline (365 days).

ADVISORS AND SUPPORTERS

All parties meeting with an Affirmative Action Officer/Title IX Coordinator may be accompanied by an individual of their choice (who may be an attorney) for support and/or advice. This individual: may not address or question the investigator, other parties or witnesses; may not present evidence or make arguments; and shall not have any role other than to accompany and communicate with the party requesting support.

DISCRIMINATION AGAINST GROUPS

Cases involving unlawful discrimination, including harassment or retaliation, against a group or class of individuals, reflecting an apparent pattern and practice of discrimination, must be appropriately acted upon by the Affirmative Action Officer/Title IX Coordinator regardless of whether there is an identified complainant.

CRIMINAL VIOLATIONS

If a complaint or case reported to the Title IX Coordinator or Affirmative Action Office involves potential criminal violations, that Coordinator or Office shall forward a report of the complaint or case to the campus police and to the appropriate President or the Commissioner of Postsecondary Education where applicable.

In cases involving allegations of sexual violence or other crimes, Complainants shall also be informed of their right to file a complaint with campus police or local law enforcement authorities. However, regardless of whether a Complainant files a complaint with local law enforcement authorities, and regardless of any investigations or other actions taken by local law enforcement, the Institution/OPC will continue to have an obligation to undertake and duly complete its own internal complaint and investigation procedure.

NON-RETALIATION

Retaliation against any Complainant or witness is prohibited and shall be treated as a separate violation of the Institution’s or OPC’s community standards and Non-Discrimination Policy. Specifically, no officer, employee, or agent of the Institutions or OPC under the Council’s jurisdiction shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for filing a complaint or participating in any investigation or proceeding brought pursuant to this policy.

There shall be no disciplinary action, retaliation or reprisal for bringing a complaint in good faith. Individuals shall not, however, knowingly make false charges of discrimination, harassment, retaliation, sexual harassment, or sexual violence.

MODIFICATION OF PROCEDURES

These procedures constitute the general complaint process to be followed by the Institutions and OPC in addressing and resolving complaints and cases of unlawful discrimination, harassment, retaliation, sexual harassment and sexual violence. The Institutions and OPC shall have the right to reasonably alter and/or deviate from the procedural guidelines contained herein when it is warranted by either the circumstances of a case or required by applicable state and federal law and regulations. The Institutions and OPC shall also have the right to authorize and appoint a designee to serve in the Affirmative Action Officer's capacity in the execution of these procedures.

The parties are to be provided timely written notice of any such designation and of any substantive deviation from the procedural guidelines.

SPECIFIC PROCEDURES

INITIAL CONSULTATION

The Affirmative Action Officer/Title IX Coordinator shall meet with the Complainant to discuss the Complainant's concerns, and review the complaint procedure, determine the appropriate jurisdiction, and explain the different methods available to resolve the complaint under these procedures. (See: formal resolution and informal resolution, where applicable).

The purpose of this initial step is to assist individuals to identify the source of the concern and provide the Complainant with information concerning Institutional/OPC resources, policies and procedures; so that the Complainant might best assess the most appropriate course of action, given their circumstances.

PROCEDURAL OPTIONS

If it is determined that the Affirmative Action Office shall retain responsibility for the case, the Affirmative Action Officer/Title IX Coordinator will ascertain from the Complainant which of the following procedural resolution options he/she prefers to utilize.

Informal Resolution (Not an Option for Sexual Violence Cases)

Formal Resolution

The selected option will be verified by the Complainant's signature. Selection of an option at this time will not preclude the Complainant from electing another option at a later time, where appropriate, as determined in consultation with the Affirmative Action Officer/Title IX Coordinator. Informal Resolution may only be utilized when both the Complainant and Respondent agree to it.

If it is determined that the case should not be addressed by the Affirmative Action Office, the Affirmative Action Officer or Title IX Coordinator will refer the Complainant to the appropriate office or department.

INTERIM PROTECTIVE MEASURES

If, during the initial consultation, the Affirmative Action Officer/Title IX Coordinator determines that immediate action may be necessary to protect the rights, interests, or safety of the Complainant, Respondent or the campus community, the Affirmative Action Officer/Title IX Coordinator will advise the institution's/OPC's human resources office and Division/Office of Student Affairs (if applicable) of the situation. Upon consultation with appropriate institution/OPC officials, immediate action may be taken which may include temporary changes in duties and responsibilities, directives to Complainant and Respondent regarding personal contact, warnings to the Respondent and, in severe cases, and the immediate suspension of the Respondent pending the completion of a formal investigation. These remedial and protective actions may be coordinated with any similar actions independently provided by the Institution upon the request of the Complainant.

WITNESSES

The Affirmative Action Officer/Title IX Coordinator may contact any other pertinent individuals who may have knowledge of or information relating to the matter.

CONFIDENTIALITY

At the time at which a procedural option is selected, the Complainant will also be asked to make a decision regarding confidentiality. The Institution/OPC will make all reasonable efforts to honor requests for confidentiality, to the extent permitted by law. However, it must be understood that while some concerns or complaints can be resolved without disclosing one's identity, often successful resolution cannot be achieved under such circumstances. Further, individuals who are directly accused of unlawful and/or discriminatory behavior and who, as a result, may be subject to disciplinary action, are entitled to a copy of the formal complaint and/or a summary of the charges against them so that they may prepare a proper defense.

Any member of the Council, employees of the Office of the Postsecondary Commissioner, or students or employees of the colleges or university who participate in formal or informal proceeding under this policy or otherwise gain knowledge thereof shall treat all information acquired, whether written or oral, as confidential, provided however, that the parties to a proceeding may share such information with their personal advisors, advocates and representatives.

The Institutions and OPC will keep identifying information about Complainants and victims confidential in accordance with all applicable legal requirements, and such information will generally only be shared on a need-to-know basis with those college, university, and OPC officials such as investigators, campus security personnel, student affairs officials, and other institutional or OPC officials who are involved in responding to the complaint or who are legally required to receive such information. In cases where an individual wishes to file a complaint but not be identified, their request will be honored to the full extent permitted by law, but the individual will be advised that the college's, university's, or OPC's ability to investigate the complaint or proceed with appropriate corrective or disciplinary action may be prevented or significantly hampered. The identity of, and identifying information about, Complainants and victims will not be disclosed in any public safety notices, final determination reports, or statistical reports that may be issued or made publically available as required or permitted by law. If the Institution or Office is compelled by law, such as through a subpoena or court order issued in a legal proceeding, or through a public records request, to provide such information to third parties, the Institution or Office will make a reasonable effort, prior to complying with the request, to notify the individual, so that the individual may seek a protective order or take other actions as they may deem appropriate.

INFORMAL RESOLUTION

This informal procedure is intended to affect the resolution of a complaint by reconciling the parties' differences and/or rectifying the alleged discriminatory action(s). Complaints that the Affirmative Action Officer/Title IX Coordinator determines as involving discrimination against a group or class of individuals, or involving likely criminal violations may not be resolved through use of the informal resolution process. Informal resolution will also not be used in cases involving allegations of sexual violence.

If, after preliminary review of the matter, it is the judgment of the Affirmative Action Officer/Title IX Coordinator that the case should not be addressed by the Affirmative Action Office/Title IX Coordinator, the informal procedure shall be terminated and the case shall, if applicable, be referred to the appropriate office.

If the parties agree to the informal resolution procedure, the Affirmative Action Officer/Title IX Coordinator will make all reasonable attempts to resolve the matter within thirty (30) days. The specific details of each case will determine the best possible means for achieving a satisfactory resolution. If attempts at informal resolution are not effective, if the terms of the informal resolution are subsequently broken, or if for any reason the Complainant wishes to discontinue the informal resolution process, the Complainant may exercise the remaining option.

If the complaint is resolved during the informal procedure the terms of the resolution will be reduced to writing and signed by the parties.

The Informal Resolution Procedure offers an option to discuss, evaluate and resolve allegations of discrimination without beginning a Formal Resolution/Investigation.

No official findings of fact are made about the alleged behavior, which may be discriminatory and/or violate Institution/OPC policy. Rather, emphasis is placed on:

1. Identifying the source of the allegations/concerns(s).
2. Exploring alternatives to resolve the complaint.
3. Instituting solutions to address the current concerns(s) and eliminate the possibility of similar issues occurring in the future.

Steps in the Informal Resolution Process

The following steps shall be taken in an effort to resolve complaints in an informal manner.

Step 1: Notifying the parties

Upon receipt of a complaint, the Office of Affirmative Action/Title IX Coordinator shall notify and meet with the Complainant and the Respondent.

Step 2: Information gathering

In an effort to fully understand the facts and positions of the Complainant and the Respondent, the Investigator shall take steps that he/she deems necessary to gather additional information from the parties or from others perceived to have knowledge of the allegations.

Step 3: Resolution or Next Steps

If all parties agree to the informal resolution process, the Affirmative Action Officer/Title IX Coordinator will make all reasonable attempts to resolve the matter within thirty (30) days. The specific details of each case will determine the best possible means for achieving a satisfactory resolution.

If the informal resolution process fails to resolve the matter to the satisfaction of both the parties, or the terms of the informal resolution as subsequently broken, either may request a Formal Resolution/Investigation of the charge within 10 calendar days of concluding the Informal Resolution Process.

FORMAL RESOLUTION

Any person(s) who believes they have been the victim of discrimination, harassment, retaliation, sexual harassment or sexual violence, or who witnesses acts of discrimination, harassment, retaliation, sexual harassment or sexual violence against others, may file a formal complaint with the Affirmative Action Office/Title IX Coordinator. Utilizing the informal process is not a prerequisite. A formal review consists of conducting an investigation, fact-finding, determining whether sufficient credible evidence exists to support the allegation(s), and issuing written findings. The formal investigation and related proceedings, which are described below, shall provide a prompt, fair, and impartial investigation and resolution of the allegations.

Step 1: Complainant's Written Statement

Normally, a signed incident complaint form containing a written statement of allegations initiates the formal process. In order to enable the Investigator to most effectively investigate the complaint, the written statement of allegations should contain a detailed description of the conduct being complained about, the name(s) of the alleged offender(s), the name(s) of the alleged victim(s), the names of any alleged witnesses, and the name of the person filing the complaint. The Affirmative Action Officer/Title IX Coordinator will provide assistance to anyone for whom completion of the complaint form is difficult or impractical. The person or persons filing the complaint and/or the alleged victim of discrimination shall be referred to hereinafter as the "Complainant." Anonymous complaints, and complaints filed by individuals who request confidentiality, will be investigated by the Institution/OPC to the extent possible pursuant to the procedures set forth herein.

Step 2: Notifying the Respondent

The person or persons identified as the alleged offender shall be referred to hereinafter as the "Respondent." Once the complaint has been filed, the Affirmative Action Officer/Title IX Coordinator will notify the Respondent(s) by written letter of its existence and provide him/her/ them with a copy of the signed complaint.

Step 3: Respondent's Written Response

The Respondent(s) will be provided an opportunity to file a formal response. The formal response shall be filed with the Affirmative Action Office/Title IX Coordinator by the Respondent(s) within twenty (20) days from the date the Respondent(s) received the signed complaint.

If the Respondent fails to timely file a formal response and/or elect(s) not to participate in the formal resolution process, the case will proceed and be investigated with or without the involvement of the Respondent.

If, during the investigation, the Complainant indicates a desire to withdraw his/her complaint, the Complainant shall sign a written statement of withdrawal containing the reasons therefore and the case may be closed in the discretion of the Affirmative Action Officer/Title IX Coordinator. However, the Affirmative Action Officer/Title IX Coordinator may continue to conduct the investigation and take action to address the issues raised by the Complainant regardless of the Complainant's wishes.

Step 4: Investigation Process

The Affirmative Action Officer/Title IX Coordinator or designee will act as investigator. The investigator is neutral, objective, and does not act as an advocate for either party. The investigator is authorized to contact any and all persons who may have information relevant to the complaint and shall have access to all relevant College/University/OPC records. The investigator shall also collect and evaluate other available records and information relevant to the complaint and investigation (e.g. email communications, medical test results, photographs), as appropriate. The investigator shall maintain a record of the investigation, including any interviews, which shall be retained as an official Affirmative Action Office record.

Step 5: Final Investigative Report

A final investigative report shall be prepared which sets forth the findings of the Affirmative Action Officer/Title IX Coordinator or designee and the basis and rationale for his/her conclusion(s). Unless otherwise indicated in the report, the date of the report shall be considered the date upon which the results of the investigation become final. In making his/her findings, the Affirmative Action Officer/Title IX Coordinator or designee shall utilize the evidentiary standard of "preponderance of the evidence." The final investigative report shall normally be issued within sixty (60) days after the complaint is filed. When more than sixty (60) days is needed to complete the investigation, the Affirmative Action Officer/Title IX Coordinator or designee shall notify the parties and proceed as expeditiously as possible. Allegations or evidence of violations of policies and procedures that are discovered during the investigation but which are outside the jurisdiction of the Affirmative Action Officer/Title IX Coordinator shall be referred to the appropriate office for resolution. The Affirmative Action Officer/Title IX Coordinator or designee will simultaneously provide copies of the report to the Complainant and the Respondent, and will also send a copy to the appropriate Vice President/Provost or Associate Commissioner. The Complainant and Respondent will also be advised of the appeal process at that time.

POST-INVESTIGATION PROCEDURES

APPEAL PROCEDURES

Either party (Complainant or Respondent) may appeal the Affirmative Action Officer's/Title IX Coordinator's findings. Such appeals shall be filed with the Institution's President or the Commissioner of Postsecondary Education as appropriate. The Appeal may be conducted by the President or the Commissioner or their designee. Parties wishing to file an appeal must do so within ten (10) days after receiving the Affirmative Action Officer's/Title IX Coordinator's final report. The appeal process will not involve reinvestigation of the complaint. Appeals must raise specific issues related to the Affirmative Action Officer's/Title IX Coordinator's findings. Appeal decisions (which shall include a statement of the rationale for the decision) shall be rendered within thirty (30) days after the request for appeal is received unless extended for good cause as reasonably determined by the Appeals Officer. Copies of the appeal decision shall be simultaneously provided to the parties, with a copy also to be sent to the appropriate Vice President/Provost or Associate Commissioner.

DISCIPLINARY ACTION

When the investigative findings of the Affirmative Action Officer/Title IX Coordinator or designee (together with the appeal decision in cases in which there is an appeal) are received by the appropriate Vice President, Provost, or Associate Commissioner, he/she in consultation with the Institution's/OPC's Office of Human Resources, shall render a written determination (which includes a statement of the rationale for the determination) regarding the appropriate disciplinary and/or corrective action, if any, and provide a copy of the written determination to the Respondent. In cases involving allegations of sexual violence, a copy of the written determination will also be provided to the Complainant. Such disciplinary and/or corrective action may include

but are not limited to: reprimand, required counseling, suspension, demotion, or termination. Disciplinary action will follow the procedural requirements of applicable collective bargaining agreements and any applicable statutory and judicial mandates. The Vice President/Provost/Associate Commissioner will be responsible for the implementation of all such disciplinary/corrective action measures. A record of the outcome of each case will remain a part of the permanent file of the case maintained by the Affirmative Action Office/Title IX Coordinator.

POST-PROCEEDING PROTECTIVE MEASURES

In appropriate cases, the Vice President/Provost or Associate Commissioner, in consultation with the Institution's/OPC's Office of Human Resources and/or Director/Office of Student Affairs, may direct that certain measures be instituted or provided, to protect or safeguard the Complainant or victim of the misconduct, and/or to prevent or minimize the possibility of a further harmful incident or offense. Such protective measures may include: no trespass orders, no contact directives, counseling, reassignment of work duties, workplace relocation, referral to institutional offices capable of providing support, advice or other resources (e.g. EAP, Housing, Woman's Center, Residence Life), or any such other action(s) that may be described in the Institution's/OPC's policies and that are deemed appropriate under the circumstances.

OUTSIDE AGENCIES

All individuals shall be informed regarding their right to seek redress through the following outside agencies:

Office of Civil Rights, Region I

US Department of Education

5 Post Office Square, 8th Floor

Boston, MA 02109-3921

Tel.: (617) 289-0111

Fax: (617) 289-0150

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

United States Equal Employment Opportunity Commission

John F. Kennedy Federal Building

475 Government Center

Boston, MA 02203

Phone: 1-800-669-4000

Fax: 617-565-3196 <http://www.eeoc.gov/field/boston/index.cfm>

Rhode Island Commission for Human Rights

180 Westminster Street, 3rd Floor

Providence, Rhode Island 02903

Tel: 401-222-2661 401-222-2664

Fax: 401-222-2616

<http://www.richr.state.ri.us/frames.html>

INCIDENT REPORT FORM

Complainant Information

☐ FORMAL

☐ INFORMAL

Name _____

Date _____

Campus Address _____

Work Telephone: _____

Home Address _____

Home Telephone: _____

City _____

State _____ Zip _____

Gender of complainant: ☐ Female ☐ Male

Are you a ☐ student ☐ employee ☐ job applicant ☐ other _____

Name of department: _____

Name of immediate supervisor: _____

Name and title of person(s) charged: _____

If you are a student and the alleged violation is against your professor and occurred while you were taking a class, please provide the semester, class title and section number. _____

Where did the alleged violation take place? _____

Basis of alleged complaint:

- ☐ Age (40 and older) _____ Date of birth _____
- ☐ Disability _____
- ☐ Gender _____
- ☐ National Origin _____
- ☐ Race/color: Specify _____
- ☐ Race by association _____
- ☐ Religion _____
- ☐ Sexual Orientation _____
- ☐ Other _____

Nature of charge:

- ☐ Access/accommodation
- ☐ Discrimination
- ☐ Harassment
- ☐ Sexual ☐ Racial
- ☐ Gender ☐ Other _____
- ☐ Hiring
- ☐ Intimidation/Retaliation
- ☐ Other _____

Name of witnesses, if any. _____

Date of alleged violation: _____

Have you brought this charge to anyone else's attention?

☐ Yes, to whom _____ ☐ No

What action would you like taken? _____

Explain as briefly as possible the nature of your complaint and indicate who was involved. Be sure to include how other persons were treated differently from you. Also, attach any written material pertaining to your case. If necessary, please attach sheets of paper.

Complainant Signature

Date

PLEASE RETURN THE COMPLETED FORM TO THE OFFICE OF AFFIRMATIVE ACTION, EQUAL OPPORTUNITY AND DIVERSITY (AAEOD), 201 CARLOTTI BUILDING, MAIN CAMPUS. THIS FORM WILL BE RETAINED BY THE AAEOD OFFICE. IF YOU HAVE ANY QUESTIONS, PLEASE CALL US AT 874-2442.

Person Receiving Complaint

DESCRIPTION OF JOB CATEGORIES

OFFICIALS AND ADMINISTRATORS:

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies or direct individual departments or social phases of the agency's operations or provide specialized consultation on a regional, district or area basis. Includes: Department heads, Bureau Chiefs, Division Chiefs, Directors, Deputy Directors, Controllers, Wardens, Superintendents, Sheriffs, Police and Fire Chiefs and Inspectors, Examiners (Bank, Hearing, Motor Vehicle, Warehouse), Inspectors (Construction, Building, Safety, Rent-and-Housing, Fire, A.B.C. Board, License, Dairy, Livestock, Transportation), Assessors, Tax Appraisers and Investigators, Coroners, Farm Managers and kindred workers.

PROFESSIONALS:

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and Labor Relations workers, Social Workers, Doctors, Psychologists, Registered Nurses, Economists, Dieticians, Lawyers, Systems Analysts, Accountants, Engineers, Employment and Vocational Rehabilitation Counselors, Teachers or Instructors, Police & Fire Captains and Lieutenants, Librarians, Management Analysts, Airplane Pilots and Navigators, Surveyors & Mapping Scientists and kindred workers.

TECHNICIANS:

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: Computer Programmers, Drafters, Survey and Mapping Technicians, Licensed Practical Nurses, Photographers, Radio Operators, Technical Illustrators, Highway Technicians, Technicians (Medical, Dental, Electronic, Physical Sciences), Police and Fire Sergeants, Inspectors (Production or Processing Inspectors, Testers and Weighers) and kindred workers.

PROTECTIVE SERVICE WORKERS:

Occupations in which workers are entrusted with Public Safety, Security and Protection from destructive forces. Includes: Police Patrol Officers, Fire Fighters, Guards, Deputy Sheriffs, Bailiffs, Correctional officers, Detectives, Marshals, Harbor Patrol Officers, Game and Fish Wardens, Park Rangers (except Maintenance) and kindred workers.

PARAPROFESSIONALS:

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience that is normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: Research Assistants, Medical Aids, Child Support Workers, Policy Auxiliary, Welfare Service Aids, Recreation Assistants, Homemakers Aides, Home Health Aides, Library Assistants and Clerks, Ambulance Drivers and Attendants and kindred workers.

ADMINISTRATIVE SUPPORT:

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: Bookkeepers, Messengers, Clerk Typists, Stenographers, Court Transcribers, Hearing Reporters, Statistical Clerks, Dispatchers, License Distributors, Payroll Clerks, Office Machine and Computer Operators, Telephone Operators, Legal Assistants, Sales Workers, Cashiers, Toll Collectors and kindred workers.

SKILLED CRAFT WORKERS:

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: Mechanics and Repairers, Electricians, Heavy Equipment Operators Stationary Engineers, Skilled Machining Occupations, Carpenters, Compositors and Typesetters, Power Plant Operators, Water and sewage Treatment Plant Operators and kindred workers.

SERVICE/MAINTENANCE:

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene of safety of the general public or which contribute to the upkeep and care of group may operate machinery. Includes: Chauffeurs, Laundry and Dry Cleaning Operatives, Truck Drivers, Bus Drivers, Garage Laborer, Custodial Employees, Gardeners and Groundskeepers, Refuse Collectors and Construction Laborers, Park Ranger Maintenance, Farm Workers (except Managers), Craft Apprentices/Trainees/Helpers and kindred workers.

Racial / Ethnic Designations Minority Group

An employee may be included in the group by which he or she appears to belong, identifies with or is regarded in the community as belonging. However, no person should be counted in more than one racial/ethnic group.

BLACK OR AFRICAN AMERICAN (Not Hispanic or Latino): A person having origins in any of the black racial groups of Africa.

HISPANIC OR LATINO: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

NATIVE AMERICAN OR ALASKA NATIVE (Not Hispanic or Latino): A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

ASIAN (Not Hispanic or Latino): 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.

WHITE (Not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

NATIVE HAWAIIAN OR PACIFIC ISLANDER (Not Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

TWO OR MORE RACES (Not Hispanic or Latino): All persons who identify with more than one of the above five races.

Standards adopted by the United States Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Program.

**PRIVATE EMPLOYMENT,
STATE AND LOCAL GOVERNMENTS
EDUCATIONAL INSTITUTIONS
RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN:**

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, and other aspects of employment, on the basis of race, color, religion, sex or national origin.

The law covers applicants to and employees of most private employers, state and local governments and public or private educational institutions. Employment agencies, labor unions, and apprenticeship programs are also covered.

AGE:

The Age Discrimination in Employment Act of 1967, as amended, prohibits age discrimination and protects applicants and employees 40 years of age or older from discrimination on account of age in hiring, promotion, discharge, compensation, terms, conditions, or privileges of employment. The law covers applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations.

SEX (WAGES):

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment. The law covers applicants to and employees of most private employers, state and local governments and educational institutions. Labor organizations cannot cause employers to violate the law. Many employers not covered by Title VII, because of size, are covered by the Equal Pay Act.

DISABILITY:

The Americans with Disabilities Act of 1990, as amended, prohibits discrimination on the basis of disability, and protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, and other aspects of employment. The law also requires that covered entities provide qualified applicants employees with disabilities with reasonable accommodations that do not impose undue hardship. The law covers applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN:

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES:

On September 24, 2013, the U.S. Department of Labor's Office of Federal Contract Compliance Programs published a Final Rule in the *Federal Register* that makes changes to the regulations implementing Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) at 41 CFR Part 60-741. Section 503 prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities (IWDs), and requires these employers to take affirmative action to recruit, hire, promote, and retain these individuals. The new rule strengthens the affirmative action provisions of the regulations to aid contractors in their efforts to recruit and hire IWDs, and improve job opportunities for individuals with disabilities. The new rule also makes changes to the nondiscrimination provisions of the regulations to bring them into compliance with the ADA Amendments Act of 2008. The new Section 503 regulations became effective on March 24, 2014. However, contractors with a written affirmative action program (AAP) already in place on the effective date have additional time to come into compliance with the AAP requirements. This compliance structure seeks to provide contractors the opportunity to maintain their current AAP cycle.

Highlights of the New Regulations

Utilization goal: The new regulations establish a nationwide 7% utilization goal for qualified IWDs. Contractors apply the goal to each of their job groups, or to their entire workforce if the contractor has 100 or fewer employees. Contractors must conduct an annual utilization analysis and assessment of problem areas, and establish specific action-oriented programs to address any identified problems.

Data collection: The new regulations require that contractors document and update annually several quantitative comparisons for the number of IWDs who apply for jobs and the number of IWDs they hire. Having this data will assist contractors in measuring the effectiveness of their outreach and recruitment efforts. The data must be maintained for three years to be used to spot trends.

Invitation to Self-Identify: The new regulations require that contractors invite applicants to self-identify as IWDs at both the pre-offer and post-offer phases of the application process, using language prescribed by OFCCP. The new regulations also require that contractors invite their employees to self-identify as IWDs every five years, using the prescribed language. This language is posted in the Self-Identification Form, below.

Incorporation of the EO Clause: The new regulations require that specific language be used when incorporating the equal opportunity clause into a subcontract by reference. The mandated language, though brief, will alert subcontractors to their responsibilities as Federal contractors.

Records Access: The new regulations clarify that contractors must allow OFCCP to review documents related to a compliance check or focused review, either on-site or off-site, at OFCCP's option. In addition, the new regulations require contractors, upon request, to inform OFCCP of all formats in which it maintains its records and provide them to OFCCP in whichever of those formats OFCCP requests.

ADAAA: The new regulations implement changes necessitated by the passage of the ADA Amendments Act (ADAAA) of 2008 by revising the definition of "disability" and certain nondiscrimination provisions.

COVERED VETERANS AND DISABLED VETERANS:

38 U.S.C. 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, prohibits job discrimination and requires affirmative action to employ and advance in employment qualified covered veterans.

Covered veterans means any of the following:

- 1) Disabled veterans;
- 2) Veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized;
- 3) Veterans who, while serving on active duty with the Armed Forces, participated in a United States military operation for which an Armed Forces Service Medal (AFSM) was awarded pursuant to Executive Order 12985; and
- 4) Recently separated veterans.

Applicants to and employees of companies with a Federal government contract or subcontract are protected under the authorities above. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under Executive Order 11246, as amended, Section 503 of the Rehabilitation Act or 38 U.S.C. 4212 of the Vietnam Era Veterans Readjustment Assistance Act should immediately contact:

The Office of Federal Contract Compliance Programs (OFCCP) Employment Standards Administration, U.S. Department of Labor,
200 Constitution Avenue, N.W., Washington, D.C. 20210, (202) 523-9368, or an OFCCP regional or district office, listed in most directories under U.S. Government, Department of Labor.

**PROGRAMS OR ACTIVITIES RECEIVING
FEDERAL FINANCIAL ASSISTANCE**

RACE, COLOR, NATIONAL ORIGIN, SEX:

In addition to the protection of Title VII of the Civil Rights Act of 1964, Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such

programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities that receive Federal assistance.

If you believe you have been discriminated against in a program of any institution that receives Federal assistance, you should contact immediately the Federal agency providing such assistance.

INDIVIDUALS WITH DISABILITIES:

Section 504 of the Rehabilitation Act of 1973 is a national law that protects qualified individuals from discrimination based on their disability. The nondiscrimination requirements of the law apply to employers and organizations that receive financial assistance from any Federal department or agency, including the U.S. Department of Health and Human Services (DHHS). These organizations and employers include many hospitals, nursing homes, mental health centers and human service programs.

Section 504 forbids organizations and employers from excluding or denying individuals with disabilities an equal opportunity to receive program benefits and services. It defines the rights of individuals with disabilities to participate in, and have access to, program benefits and services.

TITLE 28

Labor and Labor Relations

CHAPTER 28-5.1

Equal Opportunity and Affirmative Action

SECTION 28-5.1-1

§ 28-5.1-1 Declaration of policy.

(a)(1) Equal opportunity and affirmative action toward its achievement is the policy of all units of Rhode Island state government, including all public and quasi-public agencies, commissions, boards and authorities, and in the classified, unclassified, and non-classified services of state employment. This policy applies in all areas where the state dollar is spent, in employment, public service, grants and financial assistance, and in state licensing and regulation.

(2) All policies, programs, and activities of state government shall be periodically reviewed and revised to assure their fidelity to this policy.

(3) Each department head shall make a report to the governor and the general assembly not later than September 30 of each year on the statistical results of the implementation of this chapter and to the state equal opportunity office; provided, that the mandatory provisions of this section do not apply to the legislative branch of state government.

(b) The provisions of this chapter shall in no way impair any contract or collective bargaining agreement currently in effect. Any contract or collective bargaining agreements entered into or renewed after July 6, 1994 shall be subject to the provisions of this chapter.

§ 28-5.1-2 State equal opportunity office.

(a) There shall be a state equal opportunity office. This office, under the direct administrative supervision of the office of diversity, equity and opportunity, shall report to the governor and to the general assembly on state equal opportunity programs. The state equal opportunity office shall be responsible for ensuring compliance with the requirements of all federal agencies for equal opportunity and shall provide training and technical assistance as may be requested by any company doing business in Rhode Island and all state departments as is necessary to comply with the intent of this chapter.

(b) The state equal opportunity office shall issue any guidelines, directives, or instructions that are necessary to effectuate its responsibilities under this chapter, and is authorized to investigate possible discrimination, hold hearings, and direct corrective action to the discrimination.

§ 28-5.1-3 Affirmative action.

(a) The state equal opportunity office shall assign an equal opportunity officer as a liaison to agencies of state government.

(b) Each state department or agency, excluding the legislative branch of state government, shall annually prepare an affirmative action plan. These plans shall be prepared in accordance with the criteria and deadlines set forth by the state equal opportunity office. These deadlines shall provide, without limitation, that affirmative action plans for each fiscal year be submitted to the state equal opportunity office and the house fiscal advisor no later than March

31. These plans shall be submitted to and shall be subject to review and approval by the state equal opportunity office.

(c) Any affirmative action plan required under this section deemed unsatisfactory by the state equal opportunity office shall be withdrawn and amended according to equal opportunity office criteria, in order to attain positive measures for compliance. The state equal opportunity office shall make every effort by informal conference, conciliation and persuasion to achieve compliance with affirmative action requirements.

(d) The state equal opportunity office shall effect and promote the efficient transaction of its business and the timely handling of complaints and other matters before it, and shall make recommendations to appropriate state officials for affirmative action steps towards the achievement of equal opportunity.

(e) The state equal opportunity administrator shall serve as the chief executive officer of the state equal opportunity office, and shall be responsible for monitoring and enforcing all equal opportunity laws, programs, and policies within state government.

(f) No later than July 1 each state department or agency, excluding the legislative branch of state government, shall submit to the state equal opportunity office and the house fiscal advisor sufficient data to enable the state equal opportunity office and the house fiscal advisor to determine whether the agency achieved the hiring goals contained in its affirmative action plan for the previous year. If the hiring goals contained in the previous year's plan were not met, the agency shall also submit with the data a detailed explanation as to why the goals were not achieved.

(g) Standards for review of affirmative action plans shall be established by the state equal opportunity office, except where superseded by federal law.

(h) For purposes of this section, "agency" includes, without limitation, all departments, public and quasi-public agencies, authorities, boards, and commissions of the state, excluding the legislative branch of state government.

(i) The state equal opportunity office shall continually review all policies, procedures, and practices for tendencies to discriminate and for institutional or systemic barriers for equal opportunity, and it shall make recommendations with reference to any tendencies or barriers in its annual reports to the governor and the general assembly.

(j) Relevant provisions of this section also apply to expanding the pool of applicants for all positions where no list exists. The equal opportunity administrator is authorized to develop and implement recruitment plans to assure that adequate consideration is given to qualified minority applicants in those job categories where a manifest imbalance exists, excluding those job categories in the legislative branch of state government.

§ 28-5.1-3.1 Appointments to state boards, commissions, public authorities, and quasi-public corporations.

(a) The general assembly finds that, as a matter of public policy, the effectiveness of each appointed state board, commission, and the governing body of each public authority and quasi-public corporation is enhanced when it reflects the diversity, including the racial and gender composition, of Rhode Island's population. Consequently, each person responsible for appointing one or more individuals to serve on any board or commission or to the governing body of any public authority or board shall endeavor to ensure that, to the fullest extent possible, the composition of the board, commission, or governing body reflects the diversity of Rhode Island's population.

(b) During the month of January in each year the boards, agencies, commissions, or authorities are requested to file with the state equal opportunity office a list of its members, designating their race, gender, and date of appointment.

(c) Of the candidates considered for appointment by the governor and the general assembly, the governor and the general assembly shall give due consideration to recommendations made by representatives of Rhode Island's

minority community-based organizations. The human resources outreach and diversity office shall act as the liaison with state government and shall forward the recommendations to appointing authorities.

(d) The appointing authority, in consultation with the equal employment opportunity administrator and the human resources outreach and diversity administrator within the department of administration, shall annually conduct a utilization analysis of appointments to state boards, commissions, public authorities and quasi-public corporations based upon the annual review conducted pursuant to § 28-5.1-3.

(e) The equal employment opportunity administrator shall report the results of the analysis to the Rhode Island commission for human rights and to the general assembly by or on January 31 and July 31 of each year, consistent with § 28-5.1-17. The report shall be a public record and shall be made available electronically on the secretary of state's website.

§ 28-5.1-3.2 Enforcement.

(a) The state equal opportunity administrator is authorized to initiate complaints against any agencies, administrators, or employees of any department or division within state government, excluding the legislative branch, who or which willfully fail to comply with the requirements of any applicable affirmative action plan or of this chapter or who or which fail to meet the standards of good faith effort, reasonable basis, or reasonable action, as defined in guidelines promulgated by the federal Equal Employment Opportunity Commission as set forth in 29 CFR 1607.

(b) Whenever the equal employment opportunity administrator initiates a complaint, he or she shall cause to be issued and served in the name of the equal employment opportunity office a written notice, together with a copy of the complaint, requiring that the agency, administrator, agent, or employee respond and appear at a hearing at a time and place specified in the notice. The equal employment opportunity office shall follow its lawfully adopted rules and regulations concerning hearings of discrimination complaints.

(c) The equal employment opportunity office shall have the power, after a hearing, to issue an order requiring a respondent to a complaint to cease and desist from any unlawful discriminatory practice and/or to take any affirmative action, including, but not limited to, hiring, reinstatement, transfer, or upgrading employees, with or without back pay, or dismissal, that may be necessary to secure compliance with any applicable affirmative action plan or with state or federal law.

(d) A final order of the equal employment opportunity office constitutes an "order" within the meaning of § 42-35-1(j); is enforceable as an order; is to be rendered in accordance with § 42-35-12; and is subject to judicial review in accordance with § 42-35-15.

§ 28-5.1-4 Employment policies for state employees.

(a) Each appointing authority shall review the recruitment, appointment, assignment, upgrading, and promotion policies and activities for state employees without regard to race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, or disability. All appointing authorities shall hire and promote employees without discrimination.

(b) Special attention shall be given to the parity of classes of employees doing similar work and the training of supervisory personnel in equal opportunity/affirmative action principles and procedures.

(c) Annually, each appointing authority shall include in its budget presentation any necessary programs, goals and objectives that shall improve the equal opportunity aspects of their department's employment policies.

(d) Each appointing authority shall make a monthly report to the state equal opportunity office on persons hired, disciplined, terminated, promoted, transferred, and vacancies occurring within their department.

§ 28-5.1-5 Personnel administration.

(a)(1) The office of personnel administration of the department of administration, in consultation with the office of

diversity, equity and opportunity, shall prepare a comprehensive plan indicating the appropriate steps necessary to maintain and secure the equal-opportunity responsibility and commitment of that division. The plan shall set forth attainable goals and target dates based upon a utilization study for achievement of the goals, together with operational assignment for each element of the plan to assure measurable progress.

(2) The office of personnel administration shall:

(i) Take positive steps to ensure that the entire examination and testing process, including the development of job specifications and employment qualifications, is free from either conscious or inadvertent bias, and

(ii) Review all recruitment procedures for all state agencies covered by this chapter for compliance with federal and state law, and bring to the attention of the equal opportunity administrator matters of concern to its jurisdiction.

(3) The division of budget shall indicate in the annual personnel supplement progress made toward the achievement of equal-employment goals.

(4) The division of purchases shall cooperate in administering the state contract-compliance programs.

(5) The division of statewide planning shall cooperate in ensuring compliance from all recipients of federal grants.

(b) The office of labor relations shall propose in negotiations the inclusion of affirmative-action language suitable to the need for attaining and maintaining a diverse workforce.

(c) There is created a six-member (6) committee that shall monitor negotiations with all collective bargaining units within state government specifically for equal-opportunity and affirmative-action interests. The members of that committee shall include the director of the Rhode Island commission for human rights, the associate director of the office of diversity, equity and opportunity, the equal opportunity administrator, the personnel administrator, one member of the house of representatives appointed by the speaker, and one member of the senate appointed by the president of the senate.

§ 28-5.1-6 Commission for human rights.

The Rhode Island commission for human rights shall exercise its enforcement powers as defined in chapter 5 of this title and in this chapter, and shall have the full cooperation of all state agencies. Wherever necessary, the commission shall, at its own initiative or upon a complaint, bring charges of discrimination against those agencies and their personnel who fail to comply with the applicable state laws and this chapter. This commission also has the power to order discontinuance of any departmental or division employment pattern or practice deemed discriminatory in intent by the commission, after a hearing on the record, and may seek court enforcement of such an order. The commission shall utilize the state equal opportunity office as its liaison with state government. The Rhode Island commission for human rights is authorized to make any rules and regulations that it deems necessary to carry out its responsibilities under this chapter, and to establish any sanctions that may be appropriate within the rules and regulations of the state.

§ 28-5.1-7 State services and facilities.

(a) Every state agency shall render service to the citizens of this state without discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, or disability. No state facility shall be used in furtherance of any discriminatory practice nor shall any state agency become a party to any agreement, arrangement, or plan which has the effect of sanctioning those patterns or practices.

(b) At the request of the state equal opportunity office, each appointing authority shall critically analyze all of its operations to ascertain possible instances of noncompliance with this policy and shall initiate sustained, comprehensive programs based on the guidelines of the state equal opportunity office to remedy any defects found to exist.

§ 28-5.1-8 Education, training, and apprenticeship programs.

(a) All educational programs and activities of state agencies, or in which state agencies participate, shall be open to all qualified persons without regard to race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, or disability. The programs shall be conducted to encourage the fullest development of the interests, aptitudes, skills, and capacities of all participants.

(b) Those state agencies responsible for educational programs and activities shall take positive steps to insure that all programs are free from either conscious or inadvertent bias, and shall make quarterly reports to the state equal opportunity office with regard to the number of persons being served and to the extent to which the goals of the chapter are being met by the programs.

(c) Expansion of training opportunities shall also be encouraged with a view toward involving larger numbers of participants from those segments of the labor force where the need for upgrading levels of skill is greatest.

§ 28-5.1-9 State employment services.

(a) All state agencies, including educational institutions, which provide employment referral or placement services to public or private employees, shall accept job orders, refer for employment, test, classify, counsel and train only on a nondiscriminatory basis. They shall refuse to fill any job order which has the effect of excluding any persons because of race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, or disability.

(b) The agencies shall advise the commission for human rights promptly of any employers, employment agencies, or unions suspected of practicing unlawful discrimination.

(c) The agencies shall assist employers and unions seeking to broaden their recruitment programs to include qualified applicants from minority groups.

(d) The department of labor and training, the governor's commission on disabilities, the advisory commission on women, and the Rhode Island economic development corporation shall fully utilize their knowledge of the labor market and economic conditions of the state, and their contacts with job applicants, employers, and unions, to promote equal employment opportunities, and shall require and assist all persons within their jurisdictions to initiate actions which remedy any situations or programs which have a negative impact on protected classes within the state.

§ 28-5.1-10 State contracts.

The division of purchases shall prepare any rules, regulations, and compliance reports that shall require of state contractors the same commitment to equal opportunity as prevails under federal contracts controlled by federal executive orders 11246, 11625 and 11375. Affirmative action plans prepared pursuant to those rules and regulations shall be reviewed by the state equal opportunity office. The state equal opportunity office shall prepare a comprehensive plan to provide compliance reviews for state contracts. A contractor's failure to abide by the rules, regulations, contract terms, and compliance reporting provisions as established shall be ground for forfeitures and penalties as established by the department of administration in consultation with the state equal opportunity office.

§ 28-5.1-11 Law enforcement.

The attorney general, the department of corrections, and the Rhode Island justice commission shall stress to state

and local law enforcement officials the necessity for nondiscrimination in the control of criminal behavior. These agencies shall develop and publish formal procedures for the investigation of citizen complaints of alleged abuses of

authority by individual peace officers. Employment in all state law enforcement and correctional agencies and institutions shall be subject to the same affirmative action standards applied under this chapter to every state unit of government, in addition to applicable federal requirements.

§ 28-5.1-12 Health care.

The state equal opportunity office shall review the equal opportunity activity of all private health care facilities licensed or chartered by the state, including hospitals, nursing homes, convalescent homes, rest homes, and clinics. These state licensed or chartered facilities shall be required to comply with the state policy of equal opportunity and nondiscrimination in patient admissions, employment, and health care service. The compliance shall be a condition of continued participation in any state program, or in any educational program licensed or accredited by the state, or of eligibility to receive any form of assistance.

§ 28-5.1-13 Private education institutions.

The state equal opportunity office shall review all private educational institutions licensed or chartered by the state, including professional, business, and vocational training schools. These state licensed or chartered institutions shall at the request of the board of regents of elementary and secondary education be required to show compliance with the state policy of nondiscrimination and affirmative action in their student admissions, employment, and other practices as a condition of continued participation in any state program or of eligibility to receive any form of state assistance.

§ 28-5.1-14 State licensing and regulatory agencies.

State agencies shall not discriminate by considering race, color, religion, sex, sexual orientation, gender, identity or expression, age, national origin, or disability in granting, denying, or revoking a license or charter, nor shall any person, corporation, or business firm which is licensed or chartered by the state unlawfully discriminate against or segregate any person on these grounds. All businesses licensed or chartered by the state shall operate on a nondiscriminatory basis, according to equal employment treatment and access to their services to all persons, except unless otherwise exempted by the laws of the state. Any licensee, charter holder, or retail sales permit holder who fails to comply with this policy is subject to any disciplinary action that is consistent with the legal authority and rules and regulations of the appropriate licensing or regulatory agency. State agencies which have the authority to grant, deny, or revoke licenses or charters will cooperate with the state equal opportunity office to prevent any person, corporation, or business firm from discriminating because of race, color, religion, sex, sexual orientation, gender, identity or expression, age, national origin, or disability or from participating in any practice which may have a disparate effect on any protected class within the population. The state equal opportunity office shall monitor the equal employment opportunity activities and affirmative action plans of all such organizations.

§ 28-5.1-15 State financial assistance.

State agencies disbursing financial assistance, including, but not limited to, loans and grants, shall require recipient organizations and agencies to undertake affirmative action programs designed to eliminate patterns and practices of discrimination. At the request of the state equal opportunity office, state agencies disbursing assistance shall develop, in conjunction with the state equal opportunity office, regulations and procedures necessary to implement the goals of nondiscrimination and affirmative action and shall be reviewed for compliance according to state policy.

§ 28-5.1-16 Prior executive orders – Effect.

All executive orders shall, to the extent that they are not inconsistent with this chapter, remain in full force and effect.

§ 28-5.1-17 Utilization analysis.

(a)(1) The personnel administrator, in consultation with the equal employment opportunity administrator, and the human resources outreach and diversity administrator within the department of administration, shall annually conduct

a utilization analysis of positions within state government based upon the annual review conducted pursuant to §§ 28-5.1-3 and 28-5.1-4.

(2) To the extent the analysis determines that minorities as currently defined in federal employment law as Blacks, Hispanics, American Indians (including Alaskan natives), Asians (including Pacific Islanders), are being underrepresented and/or underutilized, the personnel administrator shall, through the director of administration, direct the head of the department where the under-representation and/or under-utilization exists to establish precise goals and timetables and assist in the correction of each deficiency, to the extent permitted by law and by collective bargaining agreements.

(3) The initial analysis shall be directed toward service oriented departments of the state, state police, labor and training, corrections, children, youth and families, courts, transportation, and human services.

(4) The equal employment opportunity administrator shall be consulted in the selection process for all positions certified as underrepresented and/or underutilized and shall report the results of progress toward goals to the governor and to the general assembly by January 31 and July 31 of each year. A copy of these results which shall be referred to the Rhode Island commission for human rights which may, in its discretion, investigate whether a violation of chapter 28-5 has occurred. The results shall be a public record and shall be made available electronically on the secretary of state's website.

(b)(1) In the event of a reduction in force, the personnel administrator, in consultation with the equal employment opportunity administrator and director of the department(s) where the reduction is proposed, shall develop a plan to ensure that affirmation action gains are preserved to the extent permitted by law and by collective bargaining agreements. A copy of this plan shall be referred to the Rhode Island commission for human rights which may, in its discretion, investigate whether a violation of chapter 28-5 has occurred. The plan shall be a public record and shall be made available electronically on the secretary of state's website.

(2) The equal employment opportunity administrator shall report the results of the plans and their subsequent actions to the governor and to the general assembly by January 31 and July 31 of each year, to the Rhode Island commission for human rights. The report shall be a public record and shall be made available electronically on the secretary of state's website. Consistent with § 28-5.1-6, the Rhode Island commission for human rights shall have the power to order discontinuance of any department or division employment pattern or practice deemed discriminatory in intent or result by the commission.

(3) The equal opportunity administrator shall notify the commission of reports and results under this chapter.

TITLE 28

Labor and Labor Relations

CHAPTER 28-5

Fair Employment Practices

SECTION 28-5-41.1

§ 28-5-41.1 Right to fair employment practices – Gender identity or expression. – Whenever in this chapter there appears the terms "race or color, religion, sex, disability, age, country of ancestral origin, or sexual orientation" there shall be inserted immediately thereafter the words "gender identity or expression."

STATE EXECUTIVE ORDERS

EXECUTIVE ORDER 13-05

Promotes Diversity, Equal Opportunity and Minority Business Enterprises in Rhode Island

EXECUTIVE ORDER 05-02

Establishes the Human Resources Outreach and Diversity Office and their responsibilities

EXECUTIVE ORDER 05-01

Promotes Equal Opportunity and the Prevention of Sexual Harassment in State Government

EXECUTIVE ORDER 94-22

Promotes Minority Business Enterprises in Rhode Island State Government.

EXECUTIVE ORDER 93-1

Equal Opportunity and Affirmative Action Policy for units in State Government.

EXECUTIVE ORDER 92-2

Compliance with Americans with Disabilities Act.

EXECUTIVE ORDER 86-10

Establishes the Refuge Policy for the State.

EXECUTIVE ORDER 85-16

Designates the State 504 coordinator to create policies, practices and programs regarding accessibility of State buildings and properties to disabled persons.



State of Rhode Island and Providence Plantations

State House, Room 224
Providence, Rhode Island 02903
401-222-2080

2013 MAY -9 PM 1:11

SECRETARY OF STATE

Lincoln D. Chafee
Governor

EXECUTIVE ORDER

13-05

May 9, 2013

PROMOTION OF DIVERSITY, EQUAL OPPORTUNITY AND
MINORITY BUSINESS ENTERPRISES IN RHODE ISLAND

WHEREAS, Rhode Island was founded on the principles of tolerance and diversity;
and

WHEREAS, for generations, minority populations have enriched the fabric of our
State, strengthened our economy, and made Rhode Island a better place to live; and

WHEREAS, it is vitally important for the State to acknowledge the changing
demographics of our population and actively recruit minority talent to the workforce; and

WHEREAS, it is a priority of the Chafee Administration to reflect these changing
demographics through substantial minority employment in State government and
increased opportunities for minority business enterprises to participate in State
procurement and construction projects; and

WHEREAS, by drawing from the entire pool of human resources and talent, and by
creating a culture that values diversity and inclusion, we strengthen our collective
performance as a State workforce and thereby improve the State's ability to serve the
people of Rhode Island; and

WHEREAS, over the past 30 years, Rhode Island's population has increased from
seven percent (7%) to twenty-four percent (24%) people of color. In addition, in just the
last decade, Rhode Island's Latino population grew forty-four percent (44%), adding
almost 40,000 residents. The Asian-American and African-American populations also grew
by twenty-eight percent (28%) and twenty-three percent (23%), respectively, over the
same time period; and

WHEREAS, by the year 2040 the population of the State as a whole is projected to be forty-one percent (41%) people of color; and

WHEREAS, R.I. Gen. Laws § 37-14.1-1 *et seq.*, enacted in 1986, declared a State policy by which minority business enterprises (MBEs), which include minority-owned, women-owned and disadvantaged business enterprises, shall be awarded a minimum of ten percent (10%) of all dollars in State procurement and construction projects and a preference in State contracts and subcontract awards; and

WHEREAS, R.I. Gen. Laws § 28-5.1-1 *et seq.*, the Equal Opportunity and Affirmative Action Act, enacted in 1988, declared a policy of affirmative action to achieve equal opportunity in all units of State government, and established a State Equal Opportunity Office within the Department of Administration.

NOW, THEREFORE, I, LINCOLN D. CHAFEE, by virtue of the authority vested in me as Governor of the State of Rhode Island and Providence Plantations, do hereby order as follows:

1. The Director (Director) of the Department of Administration (Department), shall review all divisions and offices within the Department charged with facilitating equal opportunity employment and MBEs, including, but not limited to, the Division of Human Resources, the State Equal Opportunity Office, the Human Resources Outreach and Diversity Office, the Division of Purchases, and the MBE Program, and shall make recommendations to the Governor to improve collaboration between these offices and all executive departments to ensure these programs are more effective. These recommendations shall encourage measures of quality and accountability in equal opportunity and affirmative action hiring and MBE procurement as allowed by law. In addition, these recommendations shall include strategies for recruiting, hiring, promoting and retaining a more diverse workforce. The Director shall submit these recommendations to the Governor for approval on or before August 1, 2013. All executive departments shall comply with the Director's recommendations and shall cooperate fully with taking steps to increase minorities in the State's workforce and increase the usage of MBEs with State contracts.
2. Every State agency, in partnership with the Office of Equal Opportunity, shall track and maintain hiring data as part of the agency's performance management functions. Each agency shall provide the Office of Equal Opportunity, which shall coordinate with the Office of Management and Budget's Office of Performance Management and the Office of Outreach and Diversity, with a plan for improving minority hiring no later than October 1, 2013.

Executive Order 13-05

May 9, 2013

Page 3

3. The Division of Purchases MBE Compliance Office shall identify State contracts and sub-contracts that could increase the number of minority-owned businesses participating in State work where strategic efforts can be undertaken. Each agency shall provide a list of contracts and sub-contracts that should be reviewed for MBE recruiting potential as part of the plan which shall coordinate with the Office of Management and Budget's Office of Performance Management and the Division of Purchases MBE Compliance Office on or before December 1, 2013.
4. The Director shall prepare an annual report to the Governor due on August 1, 2013 and every August 1 thereafter, for the prior fiscal year, demonstrating the State's progress in minority employment and MBE procurement and any recommendations for continued improvements in these programs. This report shall take into account the Affirmative Action Plans that are submitted by every State agency on an annual basis, as required under R.I. Gen. Laws Chapter 28-5.1.
5. The Department and the Human Resources Outreach and Diversity Office shall develop and conduct a diversity training program within one year of the effective date of this Order. For future hires, such training may be part of the standardized orientation provided to new employees.

This Order shall take effect immediately.

So Ordered:


Lincoln D. Chafee



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State of Rhode Island and Providence Plantations

State House
Providence, Rhode Island 02903-1196
401-222-2080

Donald L. Carcieri
Governor

EXECUTIVE ORDER

05-02

January 17, 2005

PROMOTION OF A DIVERSE STATE GOVERNMENT WORKFORCE

WHEREAS, Rhode Island State Government is committed to fostering a competitive and diverse workforce composed of highly skilled and capable employees through the recruitment, training, retention, and promotion of qualified men and women from diverse racial, ethnic, linguistic, socioeconomic, and educational backgrounds as well as individuals with disabilities; and

WHEREAS, it is in the best interests of business and government to create an open, inclusive and equitable human resources paradigm that capitalizes on workforce excellence and the strength of individual differences; and

WHEREAS, the Rhode Island General Assembly has determined there exists a compelling interest in promoting equal opportunity; and

WHEREAS, diversity requires leadership commitment and accountability, along with the assessment and development of policies and practices to assure that the State's operating system is based on principles of equity and inclusion; and

WHEREAS, the state's commitment to equal opportunity, diversity, and conduct that fosters respect in the workplace is unwavering.

NOW, THEREFORE, I, DONALD L. CARCIERI, by the authority vested in me as Governor of the State of Rhode Island and Providence Plantations, do hereby order as follows:

1. There shall be established within the Department of Administration a Human Resources Outreach and Diversity Office. This Office shall report directly to the Director of the Department of Administration or designee on the state of diversity in Rhode Island State government and shall work towards developing a business case for equity with an emphasis on building a diverse workforce to guarantee fair and reasonable opportunities for public service.
2. The Human Resources Outreach and Diversity Office responsibilities shall include:
 - Developing guidelines to effectuate its mission;
 - Researching and developing best practices for the promotion of diversity throughout State government;
 - Providing guidance and technical support to state entities;
 - Developing a strategic and focused recruitment and tracking initiative for individuals interested in state employment including fostering relationships with community-based organizations to strengthen and support recruitment and outreach activities;
 - Initiating training seminars including a diversity awareness program to share the benefits of diversity and to encourage a culturally sensitive workforce environment;
 - Submitting an annual benchmark report to the Director of the Department of Administration or designee.
3. To assist the Office in carrying out its responsibilities there shall be established a Diversity Advisory Council, selected and appointed by the Governor, and comprised of fifteen (15) members, consisting of four (4) members of the public and one (1) member from each of the following governmental entities:

Office of the Governor
Human Resources Outreach and Diversity Office
Department of Labor & Training
Office of Personnel Administration Human Resources
Office of Labor Relations
Office of Equal Opportunity
Governor's Commission on Women

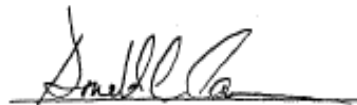
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Page 3

Governor's Commission on Disabilities
Office of Higher Education
Rhode Island Commission on the Deaf and Hard of Hearing
Division of Legal Services within the Department of Administration

The Director of Administration or designee shall chair the Council. The Council shall meet quarterly.

This Executive Order supersedes and rescinds Executive Order No. 00-4, and is effective immediately upon the date hereof.

So Ordered:



Donald L. Carcieri

Dated: January 17, 2005



State of Rhode Island and Providence Plantations
State House
Providence Rhode Island 02903-1196
401-222-2080

Donald L. Carcieri
Governor

EXECUTIVE ORDER

05-01

January 17, 2005

**PROMOTION OF EQUAL OPPORTUNITY AND
THE PREVENTION OF SEXUAL HARASSMENT IN STATE GOVERNMENT**

WHEREAS, there is a compelling interest in the promotion and achievement of equal opportunity; and concerted commitment is necessary to prevent discrimination and sexual harassment in all departments and agencies of Rhode Island state government; and

WHEREAS, Rhode Island has an unwavering commitment to providing equal employment opportunity in state government to all qualified individuals without sexual harassment or discrimination on the basis of race, color, creed, religion, age, sex, ethnicity, national origin, veteran status, marital status, sexual orientation, gender identity, or the presence of a sensory, mental, or physical disability; and

WHEREAS, the prevention and elimination of discrimination and sexual harassment requires continued action to ensure that all employment opportunities existing in or through state government are available to all qualified individuals; and

WHEREAS, to provide equal opportunity for all employees and applicants in all aspects of employment including, but not limited to recruitment, hiring, retention, training, compensation, benefits, leave, assignment, transfer, promotion, discipline, demotion, terminations, and layoffs, and to ensure reasonable steps are taken to actively promote employment opportunities to all qualified individuals that historically have been underutilized in the state government workforce there is a need to reaffirm policies, practices consistent with State and Federal law.

NOW, THEREFORE, I, DONALD L. CARCIERI, by the authority vested in me as Governor of the State of Rhode Island and Providence Plantations, do hereby order as follows:

1. All Directors, their senior staff and all supervisory employees of agencies, departments, state boards, commissions, public authorities and quasi-public corporations of state government ("Agencies") are responsible for ensuring that all aspects of state programs for which they manage are available without discrimination or sexual harassment.
2. Pursuant to all applicable Federal and State law, all Agencies are to develop, promote, monitor, implement, and maintain equal employment opportunity policies and practices that:
 - a) do not discriminate against any employees or applicants for state employment in all aspects of employment including contract procurement and service delivery;
 - b) establish guidelines to prevent discrimination and sexual harassment of any employees or applicants for state employment;
 - c) identify and actively promote employment opportunities for qualified individuals that historically have been underutilized in the state government workforce;
 - d) describe the notice and filing provisions that enable any employee or applicant for state employment who believes he/she has been discriminated against or sexually harassed to immediately report such conduct to appropriate official(s).
3. All Agency Directors shall designate an individual as the Agency's Equal Employment Opportunity Officer and American with Disabilities Act Coordinator (the Officer). Such Officers, with the assistance of the State Equal Opportunity Office (EOO) as set forth in Title 28, Chapter 5.1 et seq. of the Rhode Island General Laws, shall be responsible for the formulation, drafting and reporting of plans and policies relating to nondiscrimination as well as the prevention of sexual harassment as required by Title 28, Chapter 51-2.

All Agency Officers shall annually attend one (1) Equal Employment Opportunity training session and one (1) training session on the prevention of sexual harassment. Each Agency Officer shall work cooperatively with the Diversity Advisory Council as established by Executive Order 05-02 and the State EOO to conduct a semi-annual review and evaluation of hiring/promotion activity within their unit.

All Agency Directors shall work cooperatively with the Agency Officer to monitor and maintain compliance according to the guidelines outlined in the Agency's EEO plan.

4. All Agencies shall comply with Federal laws pertaining to the promotion of equal opportunity for all qualified individuals and the prevention of sexual harassment including but not limited to the following provisions:
 - Title VII of the Civil Rights Act of 1964, as amended, that prohibits employment discrimination on the basis of race, color, religion, sex or national origin;
 - The Age Discrimination in Employment Act of 1967, as amended, that prohibits employment discrimination against individuals 40 years of age or older;
 - The Equal Pay Act of 1963 that prohibits discrimination on the basis of gender in compensation for substantially similar work under similar conditions;

- Title I of the Americans with Disabilities Act of 1990, as amended, that prohibits employment discrimination on the basis of disability in both the public and private sector, excluding the federal government;
- The Civil Rights Act of 1991, as amended, that provides for monetary damages in case of intentional discrimination;
- Section 501 of the Rehabilitation Act of 1973, as amended, that prohibits employment discrimination against federal employees with disabilities;
- Title IX of the Education Act of 1972, as amended, that forbids gender discrimination in education programs, including athletics that receive federal dollars;
- The Pregnancy Discrimination Act of 1978, as amended, that makes it illegal for employers to exclude pregnancy and childbirth from their sick leave and health benefits plans; and
- 38 U.S.C. 4212 Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended that prohibits job discrimination and requires affirmative action to employ and advance in employment qualified Vietnam era veterans and qualified special disabled veterans.

5. All Agencies of Rhode Island State Government shall also comply with State laws pertaining to the promotion of equal opportunity for all qualified individuals and the prevention of sexual harassment including but not limited to Article 1, Section 2 of the Rhode Island Constitution; all applicable provisions of Rhode Island General Laws Chapter 5 through 6, and Chapter 51 of Title 28. These statutes require Fair Employment Practices regardless of race, color, religion, sex, sexual orientation, gender identity, expression, disability, age, or country of origin; positive action be taken to affirm the civil rights of protected classes of individuals; promote nondiscrimination, and prohibit sexual harassment.

6. Pursuant to Rhode Island General Laws Title 28, Chapter 5.1, the State EOO shall be responsible for assuring compliance with State and Federal laws prohibiting discrimination and all applicable provisions of this Executive Order.

7. Pursuant to Rhode Island General Laws Title 28 Chapter 51, the Office of Labor Relations within the Department of Administration shall be responsible for assuring compliance with State and Federal laws prohibiting sexual harassment and all applicable provisions of this Executive Order.

8. Pursuant to Rhode Island General Laws Title 28, Chapter 5 Sections 8 through 40, the Rhode Island Commission for Human Rights shall be responsible for assuring compliance with State and Federal laws and all applicable provisions of this Executive Order.

9. Pursuant to Rhode Island General Laws Title 42, Chapter 51, the Governor's Commission on Disabilities shall be responsible for assuring compliance with State and Federal laws and all applicable provisions of this Executive Order.

10. Pursuant to Rhode Island General Laws Title 23 Chapter 23-1.8, the Commission on Deaf and Hard-of-Hearing shall be responsible for assuring compliance with all applicable provisions of this Executive Order.

11. Pursuant to Rhode Island General Laws Title 28-5.1-5 and Title 36 Chapter 4-26.1, the Office of Personnel Administration within the Department of Administration and the State EOO

shall be responsible for assuring compliance with State and Federal laws and all applicable provisions of this Executive Order.

12. Pursuant to Rhode Island General Laws Title 28-5.1-3.1 each Agency of State Government is responsible for assuring compliance with all applicable provisions of this Executive Order.

Individuals believing that they have been discriminated against or sexually harassed in employment by or through state government should immediately contact:

Rhode Island State Equal Opportunity Office
Department of Administration, Personnel Office
One Capitol Hill
Providence, RI 02908
Tel (401) 222-3090; Fax (401) 222-6391; TTD (401) 222-6144

Rhode Island Commission for Human Rights

Executive Order 05-01 January 17, 2005 Page 5
180 Westminster Street, 3rd Floor Providence, RI 02903 Tel (401) 222-2661; Fax (401) 222-2616; TTY (401) 222-2664

Governor's Commission on Disabilities
41 Cherry Dale Court
Cranston, RI 02920
Tel (401) 462-0100; Fax (401) 462-0106; TTY (401) 462-0101

This Executive Order supersedes and rescinds Executive Order No. 96-14 and No. 95-11, and is effective immediately upon the date hereof.
So Ordered:

A handwritten signature in black ink, appearing to read "Donald L. Carcieri", written over a horizontal line.

Donald L. Carcieri
Dated: January 17, 2005

State of Rhode Island
and Providence Plantations

Bruce Sundlun, Governor

EXECUTIVE ORDER

No. 94-22

December 23, 1994

MINORITY BUSINESS ENTERPRISE



State House,
Providence

WHEREAS, it is the policy of the State of Rhode Island and of this administration that Minority Business Enterprises and Women Business Enterprises, (herein defined as "MBEs") shall have the fullest possible opportunity to participate in State funded and State directed public construction programs and projects and in State purchases of goods and services; and

WHEREAS, the General Assembly in 1986 enacted Title 37, Chapter 14.1, (herein defined as the MBE statute) and therein authorized the Director of the Department of Administration to establish rules and regulations for giving MBEs a preference in contract and subcontract awards; and

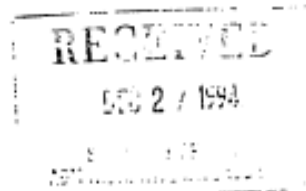
WHEREAS, on June 23, 1994, I signed Executive Order 94-9, reorganizing and enhancing the powers and duties of the MBE Program, and there is now a need to restructure and clarify the responsibilities of the MBE program; and

WHEREAS, as Governor, I intend to affirm and carry out the State's policy of encouraging full compliance with the MBE statute throughout State government;

NOW, THEREFORE, I, BRUCE SUNDLUN, by virtue of the authority vested in me as Governor of the State of Rhode Island and Providence Plantations, do hereby order as follows:

Article I - Applicability

This Executive Order shall apply to any and all State purchasing, including but not limited to construction projects or contracts, professional services, and purchase of goods and services funded in whole or in part by State funds, or funds which the State expends or administers as the recipient of a federal grant, or in which the State is a signatory to the contract.



Article II - Minority Business Enterprise Program

(A) The Director of the Department of Administration shall assume overall responsibility for the MBE Compliance Program. The Director of Administration shall create the position of Administrator - MBE Compliance and shall delegate day to day operational responsibility to that official. The Administrator - MBE Compliance shall serve as the primary operational officer of the MBE Program and shall be supported by staff as determined by the Director, Department of Administration. The Administrator - MBE Compliance shall assume responsibility as the Executive Director of the MBE Commission and provide staff support for the Commission. The Administrator - MBE Compliance shall, with the support of the MBE Program staff, advise and assist the Governor, the Director of Administration, the Purchasing Agent, and other entities and individuals directly affected by the contract and procurement practices of State government. The Administrator - MBE Compliance shall assist in the development of effective and innovative strategies for promoting MBE participation in the State's procurement, construction, professional, consulting, and legal service contracts in order to comply with R.I. General Laws Section 37-14.1-7.

(B) The MBE Program shall:

1. Assist the Director of Administration to issue rules, regulations and reporting requirements necessary to implement the objective of this Executive Order.
2. Monitor the progress of each department, agency, and quasi-state authority or corporation in the attainment of MBE policy objectives, participation goals, and requirements.
3. Conduct such activities as visits to job sites, public hearings and examination of records and practices of various departments as may be necessary to ensure compliance with the requirements of this Executive Order.
4. Arrange for technical assistance, support and resource identification to assist the various department, agency and quasi-state authority or corporation purchasing entities in attaining the objectives of this Executive Order.
5. Identify and seek assistance from various community based organizations, local, state and federal agencies active in the field of MBE development as well as offices in other state and federal jurisdictions.

RECEIVED

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6. Act as a coordinating body to bring MBEs into active participation in the purchasing procedures of the various departments of the State.

7. Develop a statewide reporting system for all MBE activities under R.I. General Laws Section 37-14.1.

8. Conduct research and analysis to strengthen the State's MBE Program.

9. Develop for the Director of the Department of Administration recommended rules and regulations to insure compliance and sanctions for non-compliance by departments, agencies and quasi-state authorities or corporations.

10. Submit an Annual Report to the Governor, by November 30th of each year (for the prior fiscal year) recommending procedures, activities, etc. to improve the program.

(C) The MBE Program shall certify MBEs:

The responsibility for MBE certification has been assumed by the Department of Administration:

1. Pursuant to R.I. General Laws Section 37-14.1 (relating to MBE) and Section 42-35-1 (relating to Administrative Procedures), the Department of Administration shall adopt, transfer and/or modify rules and regulations for the certification of MBEs.

2. Develop a database of certified MBEs to be maintained as a public record.

3. Notify the purchasing agent of the State and quasi-state authorities or corporations of any determination of non-compliance with the requirements of this Executive Order or a removal of the certification of an MBE.

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Article III - MBE Commission

(A) There is hereby established a Minority Business Enterprise Commission (herein defined as the "MBE Commission") to advise and assist the MBE Program, the Director, Department of Administration and the Administrator - MBE Compliance in meeting and carrying out the MBE compliance rules and regulations promulgated by the Department of Administration.

(B) The following officials and individual persons are hereby appointed as members of the MBE Commission, to serve at the pleasure of the Governor:

A cabinet level official to be appointed by the Governor

Director of the Department of Administration (or designee), Chair

Representative Joseph Newsome

Executive Director, Commission for Human Rights

Casby Harrison, III
Licht & Semenoff

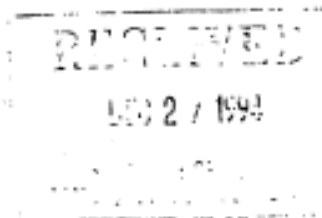
President (or designee)
Black Contractors Association of Rhode Island

Executive Director (or designee)
Rhode Island Commission on Women

President (or designee)
Hispanic Contractors Association

(C) The following officials shall serve as non voting advisors to the MBE Commission:

Director of Policy
Governor's Office



Executive Order No. 94-22

December 23, 1994

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Associate Director and Purchasing Agent
Department of Administration - Division of Purchasing

Associate Director - Department of Administration
Division of Human Resources

State Controller
Department of Administration - Office of Accounts and Control

Chief Civil Rights Officer
Department of Transportation

(D) The following official shall serve as the Executive Director of the MBE Commission:

Administrator - MBE Compliance
Department of Administration - Division of Human Resources

The MBE Commission shall meet no less than six times per year and upon the call of the Chairperson or four (4) Commission members to consider whatever business the Chairperson or Commission members may deem appropriate. Four (4) members shall constitute a quorum of the Commission.

Article IV - Responsibility of Departments, Agencies, and Quasi-State
Authorities or Corporations Empowered to Expend State Funds

(A) Each governmental department, agency and quasi-state authority or corporation empowered to expend or administer State funds shall develop and submit as part of its annual budget, an MBE plan to meet the goal of awarding 10% of the dollar value of all procurements and construction projects to certified MBEs.

(B) The Director of each department, agency or quasi-state authority or corporation empowered to expend State funds, shall designate a highly placed official ("MBE Coordinator") to have overall responsibility for promoting greater participation of MBE in his or her department or agency or quasi-state authority or corporation.

(C) If the rules and regulations promulgated by the Department of Administration are not being met, the Department, agency or quasi-state authority or corporation shall submit a report to the Department of Administration's Administrator - MBE Compliance stating the reasons for its inability to comply with such rules and regulations, and identify the remedial steps it shall take. Such remedial steps may include:

1. Targeting some bid invitations to MBEs.
2. Promoting joint ventures between MBEs and non-MBEs.
3. Requiring prime contractors, where subcontracting opportunities exist, to subcontract a minimum amount of work on projects to MBEs.
4. Designating MBEs as suggested vendors when submitting requests to the purchasing agent.
5. Dividing large contracts into smaller units to afford opportunities for MBEs, where legally permissible.
6. Developing a plan to require prime contractors, whenever possible, to purchase supplies, services and equipment from MBEs.

Article V - Responsibility of State Purchasing Agent and Quasi-State Authority or Corporation Purchasing Agents

The State Purchasing Agent and quasi-state authority or corporation purchasing agents will provide maximum support to comply with the requirements of the MBE statute as stated herein. Such efforts will include:

1. Notifying all possible bidders, especially potential MBE suppliers of purchasing for departments, agencies and quasi-state authorities or corporations. Such notification might include direct mail, advertising in media reaching the minority community, and such other outreach efforts as may be necessary.
2. Seeking out MBEs from the list of certified MBEs to be included in prospective bidder lists, and targeting some bid invitations to MBEs.

Executive Order No. 94-22
December 23, 1994
Page 7

3. Providing information to minority suppliers and conducting outreach and information sessions for existing and potential MBEs.
4. Monitoring the utilization of MBEs in the area of Utility Order Purchases.
5. Provide such information as may be requested by the MBE Commission.
6. Performing any such other activities that generally support objectives of this Executive Order and R.I. General Laws Section 37-14.1 et seq.

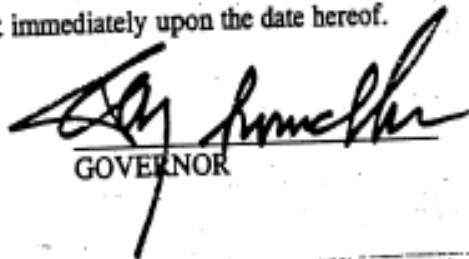
This Executive Order effectively rescinds, supersedes and replaces Executive Order No. 94-9.

This Executive Order shall take effect immediately upon the date hereof.

DATE

12/27/94

GOVERNOR



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DEC 27 1994

State of Rhode Island
and Providence Plantations

Bruce Sundlun, Governor

EXECUTIVE ORDER

No. 93-1

JANUARY 18, 1993

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JAN 19 1993

SECRETARY OF STATE
ADMINISTRATIVE RECORDS DIV.



AFFIRMATIVE ACTION POLICY STATEMENT

State House. I, BRUCE SUNDLUN, by the authority vested in me as Governor of Providence the State of Rhode Island and Providence Plantations, do hereby order as follows:

1. Equal Opportunity and Affirmative Action towards its achievement is the firm and unwavering policy of all units of Rhode Island State Government.

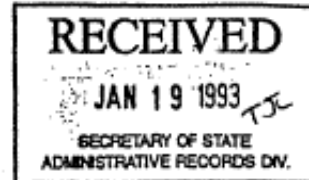
2. Rhode Island State Government is committed to providing equal opportunity in every aspect of its programs and will not discriminate because of race, sex, national origin, age, religion, sexual orientation, or disability. Because my administration recognizes the need to eliminate the vestiges of past societal discrimination, it will take affirmative action to ensure that its employment opportunities are available to every qualified Rhode Islander.

3. Within agencies, departments of state government, and those agencies created by legislative statute, the following areas will be administered without regard to race, color, sex, age, religion, sexual orientation, or disability:

Hirings	Work Assignments
Salary/Wage	Leave
Lay-offs	Training
Transfers	Recall From Lay-offs
Promotions	Appointments
Demotions	Discipline

4. In addition, my administration will not tolerate discrimination by any recipient of state government funds. This includes lending institutions, developers, contractors, sub-contractors and entities doing business with the State. Deliberate or persistent violation of the affirmative action policies set forth herein may result in the withdrawal of State support or involvement in a project and/or debarment from further State involvement. Any person or corporation doing business with the State shall cooperate with the monitoring of this policy. The Director of Administration shall promulgate such rules and regulations as are necessary to effectuate compliance with this paragraph.

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Affirmative Action Policy Statement



5. In addition to Rhode Island State Government, each and every employee of state government is responsible for assuring that all aspects of State programs for which he/she is responsible for are available without discrimination. Department Directors and their senior staff are responsible for the implementation of this policy and they will be evaluated as to their role in this implementation.

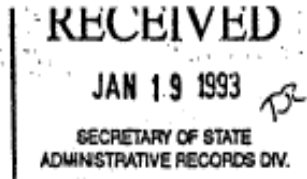
6. All Department Directors and appointing authorities shall appoint a highly placed person, who shall report to the Department Director and who shall be designated as the Departmental Affirmative Action Officer. The Departmental Affirmative Action Officer shall attend at least one EEO training session annually and the Officer shall assist in the development and enforcement of affirmative action plans. Each Departmental Affirmative Action Officer shall work cooperatively with the Personnel Administrator to conduct a quarterly review of hiring/promotion activity within their unit to evaluate and report to his/her Department Director on affirmative action progress or lack thereof. Each Departmental Affirmative Action Officer shall submit information on the status of their plans twice annually to their respective Department Directors.

7. The Governor's Executive Committee for Affirmative Action is hereby established and its membership shall hereafter consist of the following: the EEO Administrator, the Executive Director of the Human Rights Commission, the Executive Secretary of the Governor's Commission on the Handicapped, the Director of the Commission on Women, the Executive Director of the Minority Business Enterprise Commission, the Chief of the Merit Selection and Classification Unit, the Administrator of Purchasing Systems, and the Personnel Administrator who shall Chair this Committee.

8. The Committee shall advise the Governor in the formulation and coordination of plans, policies and programs relating to equal opportunity and affirmative action in all State departments and agencies and in assuring effective implementation of such policies, plans and programs by such agencies.

9. Upon the request of the Executive Committee, the Department Director of each State agency and the Departmental Affirmative Action Officer shall meet with the Committee and report in person to such Committee on the agency's affirmative action program. It shall be the Executive Committee Chair's responsibility to schedule such meetings, and it shall be the duty of every agency head to comply

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Affirmative Action Policy Statement



with such requests for data or other information or reports as the Executive Committee may deem appropriate for analysis and review in advance of such meeting.

10. In addition to the duties of the State EEO Office set forth in Title 28, Chapter 5.1 of the Rhode Island General Laws, the State EEO Office shall:

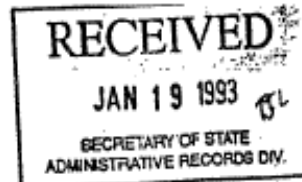
- A) review the Affirmative Action plans submitted annually by each state department or agency and prepare a comparative analysis of the strengths and weaknesses of the plans;
- B) make recommendations to the departments on proactive policy initiatives that may enhance affirmative action plan objectives;
- C) prepare an Executive Summary of the departmental plans for submission to the Governor annually on November 15th; and
- D) work cooperatively and in conjunction with the Departmental Affirmative Action Officers, Departmental MBE Coordinators, and State Officials serving on the Governor's Executive Committee for Affirmative Action.

11. The State Equal Opportunity Office shall be responsible for assuring compliance with Rhode Island General Laws Title 28, Chapter 5.1 and the provisions of this Executive Order.

12. The Rhode Island Commission for Human Rights shall be responsible for assuring compliance with Rhode Island General Laws Title 28, Chapter 5, Sections 8 through 40 and the provisions of this Executive Order.

13. The Rhode Island Governor's Commission on the Handicapped shall be responsible for assuring compliance with Rhode Island General Laws Title 42, Chapter 51 and the provisions of this Executive Order.

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Affirmative Action Policy Statement



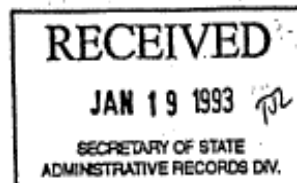
14. All units of Rhode Island State Government shall comply with all state and federal laws pertaining to equal opportunity and affirmative action including:

Rhode Island Fair Employment Practices Act,
Rhode Island Handicapped Products Procurement Act,
Rhode Island AIDS Discrimination Act,
Federal Executive Order 11246, as amended,
Title VI and Title VII of the Civil Rights Act of 1964, as amended,
Age Discrimination in Employment act of 1967,
Equal Pay Act of 1963,
Rehabilitation Act of 1973, Section 504,
Americans with Disabilities Act (ADA) of 1990,
Vietnam Era Veterans Act of 1974,
Persian Gulf Conflict Supplemental Authorization and Personnel Benefits Act of 1991,
Age Discrimination Act of 1975,
Education Amendments Act of 1972 (Title IX),
Civil Rights Act of 1991,
Rhode Island Executive Order 92-2 (Americans with Disabilities Act),
Rhode Island Executive Order 91-39 (Sexual Harassment),
Rhode Island Executive Order 92-4 (Minority Business Enterprise Commission), and
Rhode Island Executive Order 93-1 (Affirmative Action Policy Statement).

15. Persons with disabilities requesting reasonable accommodation should contact their own department/agency's personnel office or ADA Coordinator.

16. Persons having questions or needing assistance for minority or women business enterprises should contact the Executive Director of the Minority Business Enterprise Commission at 277-6246(v) 277-3090 (tdd).

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Affirmative Action Policy Statement



17. Citizens of Rhode Island believing that they have been discriminated against in the pursuit of achieving the quality of life as aforementioned should contact:

Governor's Commission on the Handicapped
555 Valley Street, Building #51
Providence, RI 02908-5686
TEL. #277-3731
TDD #277-3701
FAX #277-2833

RI Commission for Human Rights
10 Abbott Park Place
Providence, RI 02903-3768
TEL. #277-2661
TDD #277-2664
FAX #277-2616

RI State Equal Opportunity Office
One Capitol Hill
Providence, RI 02908-5865
TEL. #277-3090
TDD #277-6144
FAX #277-6378

This Executive Order shall supercede and rescind Executive Order No. 85-11, and become effective immediately on the date hereof.

DATE

1-12-93

GOVERNOR

A handwritten signature in dark ink, appearing to be "D. A. Smith", written over a horizontal line.

State of Rhode Island
and Providence Plantations

Bruce Sundlun, Governor

EXECUTIVE ORDER

NO. 92-2

JANUARY 23, 1992



COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

State House,
Providence

WHEREAS, the Americans with Disabilities Act ("ADA") was enacted by the United States Congress on July 26, 1990 to expand the civil rights of individuals with disabilities in the areas of employment, transportation, public accommodations and communications; and

WHEREAS, the primary objective of the ADA is to require employers and public service providers to eliminate any and all barriers, practices or policies that may discriminate against or otherwise deprive individuals with disabilities of the full use and enjoyment of public accommodations, public transportation, telecommunication systems and employment opportunities; and

WHEREAS, it was anticipated that the process of removing any and all such barriers would best be effectuated by developing a comprehensive statewide plan; and

WHEREAS, in June of 1991, I directed the Governor's Commission on the Handicapped to create a Coordinating Committee on the ADA that would bring representatives from all segments of State government together to participate in joint self evaluation and ADA compliance planning; and

WHEREAS, the Coordinating Committee, chaired by Nancy Husted-Jensen has developed and presented me with a statewide plan for meeting the mandates of the ADA entitled "AMERICANS WITH DISABILITIES ACT; SELF EVALUATION AND COMPLIANCE PLAN FOR THE STATE OF RHODE ISLAND;" (hereinafter "ADA Compliance Plan")

NOW, THEREFORE, I, BRUCE SUNDLUN, by virtue of the authority vested in me as Governor of the State of Rhode Island and Providence Plantations, do hereby order as follows:

1. The Rhode Island State ADA Compliance Plan shall be implemented forthwith so that individuals with disabilities may be fully integrated into all aspects of Rhode Island life in the most expeditious manner possible.

Page Two
Executive Order 92-2
January 23, 1992



2. There shall be a State ADA Coordinator to assume overall, day-to-day responsibility for implementing the ADA Compliance Plan.

3. The Chairperson of the Governor's Commission on the Handicapped is hereby designated to serve at the Governor's pleasure as the State ADA Coordinator. The Executive Secretary of the Governor's Commission on the Handicapped is hereby designated to serve as Deputy Coordinator.

4. The duties of the ADA Coordinator shall include:

- A. monitoring the State's compliance with all federal and state laws and regulations affecting individuals with handicaps, including but not limited to Section 504 of the 1973 Rehabilitation Act and the Americans with Disabilities Act;
- B. establishing a technical assistance program to inform and advise State and local government agencies, human service providers, providers of public accommodations, real estate agents, brokers, developers, architects, landlords, builders, and other affected entities and individuals on their obligations under the ADA;
- C. establishing a grievance procedure to promptly and equitably resolve complaints of noncompliance with the ADA involving departments, agencies or divisions of State government;
- D. establishing a procedure for initiating complaints against any department, agency or division within State government that willfully fails to comply with the requirements of the ADA or the ADA Compliance Plan.
- E. developing, making periodic revisions to, and overseeing implementation of an ADA Transition Plan for the removal of environmental and communication barriers in State owned facilities;
- F. presiding at future meetings of the State Coordinating Committee on the ADA.

Page Three
Executive Order 92-2
January 23, 1992



5. The State Coordinating Committee on the ADA shall continue to exist and shall continue to be staffed by the Governor's Commission on the Handicapped. The Committee shall advise and assist the ADA Coordinator in the implementation of the ADA Compliance Plan. It shall also prepare a status report to the Governor on or before October 1, 1992, and annually thereafter.

6. The Governor's Commission on the Handicapped, the State Building Commission and the Commission for Human Rights shall, whenever possible and appropriate, cooperate with and assist the ADA Coordinator to:

- A. Assure compliance with the building accessibility and public accommodations sections of the ADA; and
- B. carry out the duties of the ADA Coordinator enumerated above.

This Executive Order shall take effect on the date hereof.

Date

1-23-92

Governor

A handwritten signature in dark ink, appearing to read "Roy Sullivan", written over a horizontal line.



Edward D. DiPrete
Governor

State of Rhode Island and Providence Plantations

EXECUTIVE CHAMBER, PROVIDENCE

EXECUTIVE ORDER

NO. 86-10

APRIL 15, 1986

REFUGEE POLICY

WHEREAS, the State of Rhode Island has been a home and a haven for immigrants and refugees since the beginning of its recorded history; and

WHEREAS, for more than three centuries people driven from their homelands by various forms of persecution have come to Rhode Island and found the opportunity and the means to establish a new life here; and

WHEREAS, the United States Refugee Act of 1980, Pub. L. No. 96-212, authorizes the grant of asylum to refugees who are defined as any person outside his or her country of nationality "who is unable or unwilling to return to, and is unable or unwilling to avail himself or herself of the protection of that country because of persecution or a well-founded fear of persecution on account of race, religion, nationality, membership in a particular social group, or political opinion"; and

WHEREAS, Rhode Island accepts and welcomes the opportunity to take part in our national refugee resettlement program and to carry out our state's exemplary historical role in assisting people fleeing dangers and undue hardships; and

WHEREAS, the refugee experience is a major upheaval in the lives of these individuals, and in order for them to adjust successfully to a new country and culture, a period of transition is necessary to learn a new language and culture; and

WHEREAS, Rhode Island recognizes that refugees have great potential to contribute to the state and its communities, and that it is in the interest of all that their potential be nurtured and encouraged; and

Executive Order 86-10
Page Two
April 15, 1986

WHEREAS, the Rhode Island Office of Refugee Resettlement was created for the purpose of implementing the requirements of the Refugee Act of 1980 (P.L.96-212) to assist refugees in the state to become self-sufficient as rapidly as possible; and

WHEREAS, the Governor's Advisory Council on Refugee Resettlement, created by Executive Order 85-24, was established for the purpose of forging a linkage between the refugee community and the larger Rhode Island society; and

NOW, THEREFORE, I, Edward D. DiPrete, by virtue of the authority vested in me as Governor of the State of Rhode Island and Providence Plantations, hereby order and direct the following:

1. The Rhode Island Office of Refugee Resettlement shall be authorized to coordinate consultations among the following entities and agencies: voluntary agencies ("VOLAGs") and their national offices; local officials; state departments; namely, the Department of Employment Security, the Department of Health, the Department of Human Services, the Department of Mental Health, Retardation and Hospitals, the Department for Children and Their Families, the Department of Economic Development, the Department of Transportation, the Department of Education, the Office of the Attorney General and other appropriate public and private agencies.
2. The above consultations shall be to determine the availability of needed services such as housing availability and community responsiveness; to evaluate economic conditions, and to determine the proximity of organizations and institutions which provide support.
3. All transitional services shall be provided with a view to maximize their accessibility and cultural appropriateness. The characteristics and concerns of the refugee communities should be taken into account in the shaping of specific service delivery procedures and mechanisms and the determination of their cultural and linguistic sensitivity.

4. Those state agencies as previously stated that conduct programs and activities directly or indirectly relating to the service needs of the refugee population shall immediately undertake an affirmative planning process with regard to refugees. This planning process shall be completed by October 1, 1986, and shall include the following elements:

- A. Needs Assessment: Determining the current and potential requirements refugees have for the agencies' services;
- B. Current Use: Measuring and documenting the extent to which refugees now use the services;
- C. Agency Service Plan for Refugees: Formulating a plan, including a timetable for implementation, that ensures that delivery of the agencies' services to refugees meets the needs identified in the needs assessment and are in compliance with Title VI of the United States Civil Rights Act of 1964.

5. Rhode Island Office of Refugee Resettlement and Rhode Island Equal Opportunity Office Assistance -

The Rhode Island Office of Refugee Resettlement and the Rhode Island Office of Equal Opportunity shall provide technical assistance to the agencies throughout the planning process and shall monitor the agencies' progress in the implementation of their plans. Technical assistance when necessary will be requested from the Federal Offices for Civil Rights Compliance.

6. State Agencies Preparing Agency Service Plans -

The following state agencies shall engage in the planning process: the Department of Human Services, The Department of Health, the Department of Employment Security, The Department of Mental Health, Retardation and Hospitals, the Department for Children and Their Families, the Department of Education,

Executive Order 86-10
Page Four
April 15, 1986

the Department of Economic Development, and the Department of Transportation.

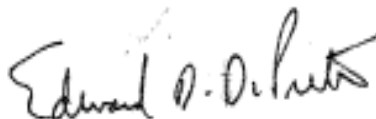
7. Transitional Education Program -

RIORR shall meet regularly with the Department of Education to coordinate the provision of the transitional program for refugee children, bilingual education programs, adult education services, and other educational programs of special concern to the refugee communities.

8. Consultation with Attorney General -

RIORR shall work with the Office of the Attorney General, specifically the Civil Rights Division and the Division of Consumer Protection, in its effort to ensure that necessary state protection and services are available to the refugee population.

This Executive Order shall take effect on the date hereof.



Edward D. DiPrete
Governor



Edward D. DiPrete
Governor

State of Rhode Island and Providence Plantations

EXECUTIVE CHAMBER, PROVIDENCE

EXECUTIVE ORDER

NO. 85-16

JULY 23, 1985

SECTION 504 COORDINATOR

WHEREAS, Title V of the Rehabilitation Act of 1973 sets forth the civil rights of handicapped persons; and

WHEREAS, handicapped persons have a right to expect and gain access to various buildings and properties which exist for the betterment of all persons; and

WHEREAS, under Section 504 of Title V of the Rehabilitation Act of 1973 the State has been mandated to create policies, practices and programs regarding accessibility of State buildings and properties to handicapped persons; and

WHEREAS, such a designation would allow for the expedient compliance with the mandate of Section 504 thereby serving the needs of handicapped persons in the best possible manner;

NOW, THEREFORE, by virtue of the authority vested in me as Governor of the State of Rhode Island and Providence Plantations, it is ordered as follows:

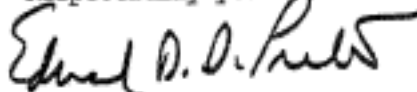
1. The Director of Administration is hereby designated the State's 504 Coordinator and shall delegate operational control to the State Building Code Commissioner as his designee.
2. The duties of the Coordinator shall be to coordinate all State agencies in the implementation of all federal rules and regulations affecting the State in terms of compliance with the mandates of Section 504 of Title V of the Rehabilitation Act of 1973.
3. The Coordinator's duties shall include:
 - a. Authority to order departments to prepare and complete transition plans in accordance with 504 regulations.

Executive Order No. 85-16
July 23, 1985
Page Two

- b. Coordinating the formulation and review of transition plans with advisory panels who may represent handicapped organizations.
- c. Granting final approval of transition plans and department use of program accessibility.
- d. Managing the construction, design or alterations of buildings and sites necessary to bring all programs into compliance.
- e. Authorization to coordinate and mediate matters concerning 504 compliance.
- f. Assisting public and private sectors through the use of proper agencies on technical, employment and architectural matters concerning 504 compliance.
- g. Establishment of a consumer complaint procedure necessary to resolve all complaints to agencies pertaining to 504.
- h. The State 504 Coordinator or the State Building Code Commissioner as his designee is hereby authorized to initiate complaints against those agencies, administrators, agents or employees of any department or division within state government who willfully fail to comply with the requirements.
- i. The 504 Coordinator and the State Building Code Commissioner as his designee shall consult with the Chairman of the Governor's Commission on the Handicapped with respect to implementation of the above duties and responsibilities.

This Executive Order shall take effect on the date hereof. This Executive Order rescinds Executive Order No. 80-16 dated September 29, 1980.

Respectfully yours



Edward D. DiPrete
GOVERNOR

PUBLIC LAW 97-118

AN ACT

RELATING TO SEXUAL HARASSMENT, EDUCATION AND TRAINING IN THE WORKPLACE

CHAPTER 51

SEXUAL HARASSMENT, EDUCATION AND TRAINING IN THE WORKPLACE

§ 28-51-1. Definitions. — (a) As used in this chapter the term “sexual harassment” means any unwelcome sexual advances or requests for sexual favors or any other verbal or physical conduct of a sexual nature when submission to such conduct or such advances or requests is made either explicitly or implicitly a term or condition of an individual’s employment.

(b) As used in this chapter, the term “employer” means any entity employing fifty (50) or more employees.

§ 28-51-2. Adoption of workplace policy and statement. — (a) All employers and employment agencies shall promote a workplace free of sexual harassment.

(b) Every employer shall:

(1) adopt a policy against sexual harassment which shall include:

- (i) a statement that sexual harassment in the workplace is unlawful;
- (ii) a statement that it is unlawful to retaliate against an employee for filing a complaint of sexual harassment or for cooperating in an investigation of a complaint for sexual harassment;
- (iii) a description and examples of sexual harassment;
- (iv) a statement of the range of consequences for employees who are found to have committed sexual harassment;
- (v) a description of the process for filing internal complaints about sexual harassment and the work addresses and telephone numbers of the person or persons to whom complaints should be made; and
- (vi) the identity of the appropriate state and federal employment, as amended, discrimination enforcement agencies, and directions as to how to contact such agencies as amended.

(2) provide to all employees a written copy of the employer's policy against sexual harassment; provided, however, that a new employee shall be provided such a copy at the time of his or her employment.

(c) Employers are encouraged to conduct an education and training program for new employees and members, within one (1) year of commencement of employment or membership, which includes at a minimum the information set forth in this section. Employers are encouraged to conduct additional training for new supervisory and managerial employees within one (1) year of commencement of employment which shall include at a minimum the information set forth in subsection (b), the specific responsibilities of supervisory and managerial employees and the methods that such employees should take to ensure immediate and appropriate state agencies are encouraged to cooperate in making such training available.

(d) Employers shall provide amended copies of their written policies on sexual harassment to all employees upon their request on or before September 1, 1997.

§ 28-51-3. Education and training programs. — Employers are encouraged to conduct an education and training program on sexual harassment consistent with the aims and purposes of this chapter for all employees, including, but not limited to the supervisory or managerial personnel, on or before September 1, 1997.

(2003)

State of Rhode Island

Guidelines For Preventing Sexual Harassment

Harassment on the basis of sex is a violation of RIGL 28-5.1 and Executive Order No. 05-01. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or, (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

In determining whether alleged conduct constitutes sexual harassment, the State Equal Opportunity Office will look at the record as a whole and at the totality of the circumstances, such as the nature of the sexual advances and at the legality of a particular action. A determination of what constitutes sexual harassment will be made from the facts, on a case-by-case basis.

The appointing authority is responsible for the acts of its agents and supervisory employees with respect to sexual harassment, regardless of whether or not the specific acts complained of were authorized or even forbidden by the appointing authority and regardless of whether or not the appointing authority knew or should have known of their occurrence. The State Equal Opportunity Office will examine the circumstances of the particular employment relationship and the job functions performed by the individual in determining whether or not the individual is serving in either a supervisory or agency capacity.

With respect to persons other than those mentioned in the previous paragraph, an appointing authority is responsible for acts of sexual harassment in the workplace where that appointing authority or its agents or supervisory employees knew or should have known of the conduct. An appointing authority may rebut apparent liability for such acts by showing that it took immediate and appropriate corrective action.

Prevention is the best tool for the elimination of sexual harassment. An appointing authority should take all steps necessary to prevent sexual harassment from occurring such as affirmatively raising the subject of sexual harassment, expressing strong disapproval, developing appropriate sanctions, informing the employees of their right to raise and how to raise the issue of harassment and developing methods to sensitize all concerned.

If any State Employee believes that they have been sexually harassed, they may contact:

**STATE EQUAL OPPORTUNITY OFFICE
ONE CAPITOL HILL PROVIDENCE, RI 02908-5865
PHONE (401) 222-3090 FAX (401) 222-2490 RI Relay: 711**

Revised (2005)

**DEPARTMENT OF ADMINISTRATION
OFFICE OF DIVERSITY, EQUITY AND OPPORTUNITY
STATE EQUAL OPPORTUNITY OFFICE**

GUIDELINES FOR ENSURING UNBIASED WORK ENVIRONMENTS

Rhode Island General Law 28-5.1, Executive Order No. 05-01 of the State of Rhode Island and Title VII of the 1964 Civil Rights Act, mandates employers to maintain a working environment free of discriminatory insults, intimidation and other forms of harassment. Both an employee's psychological and economic well being are protected. While an employer cannot be held accountable for the prejudices of its workers clientele, it must take reasonable measures to control or eliminate the overt expression of those prejudices in the workplace. Prompt action by an employer to prevent or correct discriminatory harassment can go a long way in lessening employer liability.

Perhaps the most common type of harassment to which workers are subjected is verbal abuse. Racial and ethnic epithets, slurs or jokes directed at or made in the presence of minority group employees, are not to be tolerated. An example of unlawful race and sex bias in the work environment is the use of the diminutive term "boys" when referring to minority male employees and "girls" when referring to female employees.

Another common type of verbal abuse is either spreading rumors or joking about an employee's assumed sexual preference or orientation. One's personal preference does not determine how one performs at his or her job and therefore, this type of bias does not belong in the workplace.

An employer is under a two-pronged duty to maintain a working atmosphere free of national origin bias. First, the employer itself must refrain from ridicule or harassment on the basis of national origin. Second, an employer should not tolerate such behavior by its employees. Ethnic slurs or jokes based on national origin are unlawful.

An employer is also under obligation to maintain a work environment free of religious bias. Permitting a supervisor to espouse his or her beliefs to employees while at work may amount to religious discrimination.

Any unwelcome sexual advances, requests for sexual favors and other verbal and physical conduct of a sexual nature is unlawful sexual harassment when the response or reaction to the advances or requests is permitted to affect the employment decisions. It is also illegal for an employer to permit any conduct that is sexually offensive, intimidating, hostile or interferes with an individual's work performance. Sexual advances by co-workers who have no control over a person's employment may be unlawful if it has such an intimidating effect that job status is affected.

(2005)

Employee Self-Identification of Disability Form and Request for Reasonable Accommodation

CONFIDENTIAL

In accordance with the Americans with Disabilities Act of 1990, Rhode Island General Laws §28-5.1 et. seq., and Executive Order #92-2, the State Equal Opportunity Office invites a qualified individual with a disability to self-identify to be provided reasonable accommodations if necessary to perform the essential function for the desire position.

NAME: _____ AGENCY: _____

JOB TITLE: _____ DATE: _____

Please Check ☒ the category that best describes your disability. (Upon request, verification of disabling condition must be obtained from your physician.)

Disabling conditions include, but are not limited to:

- ☐ AIDS
- ☐ Alcoholism
- ☐ Blindness or Visual Impairment
- ☐ Cancer
- ☐ Cerebral Palsy
- ☐ Deafness or Hearing Impairment
- ☐ Diabetes
- ☐ Drug Addiction
- ☐ Epilepsy
- ☐ Heart Disease
- ☐ Mental Retardation
- ☐ Mental or Emotional Illness
- ☐ Multiple Sclerosis
- ☐ Muscular Dystrophy
- ☐ Orthopedic
- ☐ Perceptual Disabilities such as: Dyslexia, Minimal Brain Dysfunction, Development Aphasia or Speech Impairment
- ☐ Other

☐ Yes, I request a Reasonable Accommodation Needs Assessment Review

☐ No Reasonable Accommodation is needed at this time

Additional Comments:

Signature: _____

Date: _____

RIEEO 5/09A

REVISED 7/02/2002

RI SEEO (401) 222-3090

*** SAMPLE ***

AMERICANS WITH DISABILITIES/504 COMPLAINT PROCEDURE

____ (Agency/Department) has adopted an internal procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by the Americans with Disabilities Act of 1990.

Complaints should be addressed to: _____ (J.B. Person) who has been designated to coordinate ADA/504 Compliance efforts.

A complaint should be filed in writing or verbally. They should contain the name and address of the person filing the complaint and a brief description of the alleged violations of the regulation.

A complaint should be filed within (# of Days) after the complainant becomes aware of the alleged violation.

An investigation, as may be appropriate, will follow the filing of a complaint. The investigation will be conducted by _____ (J.B. Person). These rules contemplate informal but thorough investigations affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to a complaint.

A written determination as to the validity of the complaint and a description of the resolution, if any, will be issued by _____ and a copy forwarded to the complainant no later than (# of days).

The ADA/504 Coordinator will maintain the files and records relating to the complaints filed.

DISCRIMINATION COMPLAINT PROCEDURE

OFFICE OF DIVERSITY, EQUITY AND OPPORTUNITY STATE EQUAL OPPORTUNITY OFFICE

TELEPHONE: (401) 222-3090

FAX: (401) 222-2490

The State Equal Opportunity Office will accept, from both State Employees and Applicants for State employment, complaints of discrimination that are based on race, sex, age, national origin, religion, color, sexual orientation, gender identity or expression, and sexual harassment.

1. A complaint must be filed formally on the "Complaint Information Form"; available through the State Equal Opportunity Office within ten (10) working days from the knowledge of the alleged incident of discrimination, unless it is an ongoing discrimination.

All complaints will remain confidential except to the extent necessary to conduct a review of the facts.

2. An Equal Opportunity Officer will be assigned to investigate the complaint.
3. The Agency Director (Responder) will be notified of the alleged charge.
4. Upon the completion of the investigation, the State Equal Opportunity Office will make a determination as to probable cause based on the summary of facts.
5. When probable cause is not evident, the parties are so informed by the State Equal Opportunity Office.
6. When there is probable cause of discrimination, the State Equal Opportunity Office will try to conciliate the complaint.
7. If an agreement between both parties is not reached, a formal hearing will be scheduled and a Hearing Officer will be assigned by the State Equal Opportunity Office.
8. If and when it has been determined by the Hearing Officer that discrimination exists, the Hearing Officer will advise the State Equal Opportunity Office in writing. The State Equal Opportunity Office will then, by written notification, present findings and recommended corrective action to both parties.

If the corrective action is not implemented within the specified time frame, the State Equal Opportunity Office will notify the Governor.

An individual may also file a complaint with the Rhode Island Commission for Human Rights or the U.S. Equal Employment Opportunity Commission. If a charge has been filed, either simultaneously or at a later date with Rhode Island Commission for Human Rights or the U.S. Equal Employment Opportunity Commission, the State Equal Opportunity Office will defer to either commission for investigation and any resolution and/or prosecution of any charge.

DEPARTMENT OF ADMINISTRATION
OFFICE OF DIVERSITY, EQUITY AND OPPORTUNITY
State Equal Opportunity Office
Telephone: (401) 222-1452 Fax: (401) 222-2490 RI Relay: 711

DISCRIMINATION COMPLAINT INFORMATION FORM

1. Complainant Information:

State your name and address

Name

Address

City State Zip Code

Telephone Number(s)/Email Address

Work: _____

Cell: _____

Home: _____

Email: _____

2. Name of Department:

3. Name of Immediate Supervisor:

**4. Name and title of individual(s) who
allegedly discriminated against you**

Name Title

Name Title

Name Title

5. Date of alleged violation:

6. Place of alleged violation:

(_____)

Case Number

7. Basis of alleged Complaint:

____ Race

____ Color

____ Sex

____ Age: (40 or above)

____ National Origin

____ Disability

____ Religion

____ Sexual Orientation

____ Gender Identity or Expression

____ Unlawful Questions (arrest record,
criminal conviction, or other)

____ Retaliation

Explain Basis: _____

8. Nature Change:

____ Refusal to Hiring

____ Unequal Pay

____ Job Classification

____ Discharge/Termination

____ Denial of Promotion

____ Unequal Access to Training

____ Demotion

____ Qualifications/testing bias

____ Layoff

____ Recall

____ Seniority

____ Intimidation/Reprisal

____ Harassment (Sexual or other)

____ Maternity

____ Discriminatory Treatment/Work
Environment

____ Failed to Provide Reasonable
Accommodation (ADA)

DISCRIMINATION COMPLAINT INFORMATION FORM

(Continued)

9. Explain what happened and how you believe you were discriminated against (attach additional paper as needed). Indicate who was involved. Be sure to include how other persons were treated differently from you. Also attach any written material(s) pertaining to your complaint.

10. Why do you believe these events occurred?

11. Have you brought this complaint to anyone else's attention?

12. Please list below any persons (witnesses, fellow employees, supervisors, or others) that we may contact for additional information to support or clarify your complaint.

Complainant Signature

Date

Interviewing Officer

**PLEASE CONTACT ODEO/State Equal Opportunity Office at (401) 222-1452 or RI
Relay: 711 for assistance if you have a disability and require a reasonable
accommodation to complete this form.**

RETALIATION OR COERCION STATEMENT

An employee or agent of State Government who shall discriminate against an individual through the use of retaliation, coercion, intimidation, threats or other such action because such individual has filed a complaint, testified or participated in any way in any investigation proceeding or hearing regarding discrimination in employment or public service or because such individual has opposed any act made unlawful under the Americans with Disabilities Act (ADA) or Rhode Island Fair Employment Practices Act or any rules and regulations issued pursuant to either, shall be subject to disciplinary action. Said action may include suspension from employment or dismissal where the discrimination is found to be willful or repeated.

OFFICE OF DIVERSITY, EQUITY AND OPPORTUNITY (ODEO)
STATE EQUAL OPPORTUNITY OFFICE
One Capitol Hill
Providence, RI 02908-5865

Rhode Island Department of:

EXIT INTERVIEW SIGN-OFF FORM*

Name of Employee (Please print or type)

In accordance with Rhode Island General Law 28-5.1, an Exit Interview Program has been established in order to assure that terminating/transferring employees are not leaving because of discriminatory circumstances. I understand that all terminating/transferring employees have the option of an exit interview with the ODEO/State Equal Opportunity Office. I hereby certify that I have received a **Confidential Exit Survey Inquiry** form from the Division of Human Resources and, that the completed **Confidential Exit Survey Inquiry** form must be forwarded to the ODEO/State Equal Opportunity Office. I also understand that a copy of this completed **Exit Interview Sign-Off Form** will be placed in my personnel file.

Signature of Employee

Date Employee Signed

Date Exit Interview Was
Mailed to Employee

Signature of Personnel Officer

* Instructions:

The Human Resources Office must distribute a copy of the **Confidential Exit Survey Inquiry** form along with termination/ transfer papers to the employee. The Human Resources Office must place a signed copy of the **Exit Interview Sign-Off Form** in the employee's personnel file and forward a second copy of the sign-off form to the ODEO/State Equal Opportunity Office immediately upon completion.

Rev. 7/02

OFFICE OF DIVERSITY, EQUITY AND OPPORTUNITY (ODEO)

State Equal Opportunity Office

CONFIDENTIAL EXIT SURVEY INQUIRY

All information obtained from this inquiry will be handled in a confidential manner and will not be divulged to supervisors, co-workers, or anyone inside or outside the agency. The information will be used as a tool for change and improvements, and will not be made part of your personnel record and will not be used to respond to reference checks by future employers. We ask that you be as honest and fair as possible. Please complete and return to the ODEO/State Equal Opportunity Office,

Name _____	Job Title _____
Address _____	Department/Agency _____
_____	Division/Unit _____
Telephone _____	Date of Separation _____
Date Hired _____	

(Please check for Equal Opportunity Purposes Only)			
Female <input type="checkbox"/>	White <input type="checkbox"/>	Asian Amer./Pacific Islander <input type="checkbox"/>	Hispanic <input type="checkbox"/>
Male <input type="checkbox"/>	Black <input type="checkbox"/>	Amer. Indian/AK Native <input type="checkbox"/>	Disabled <input type="checkbox"/>

What is your main reason for leaving?

What did you like best about your job?

What did you dislike about your job?

Did you find your employment worthwhile in terms of personal growth and achievement?

Do you feel career opportunities were adequately afforded to you?

Did you feel free to go to your supervisor to discuss problems about your job?

(Rev. 07/02)

One Capitol Hill, Providence, RI 02908. Thank you.

CONTINUED.....

Was your supervisor effective in handling problems or complaints?

Was the Leave of Absence Procedure clearly explained to you?

Did you receive fair treatment while employed?

Would you seek employment with the State of Rhode Island at a future date?

Do you feel you were discriminated against?

INTERVIEWING OFFICER

DATE

COMMENTS:

RHODE ISLAND DEPARTMENT OF ADMINISTRATION
OFFICE OF DIVERSITY, EQUITY AND OPPORTUNITY/STATE EQUAL OPPORTUNITY OFFICE
AFFIRMATIVE ACTION FILE

RIEEO-03/78
(Revised September 2018)

TO BE COMPLETED BY APPLICANT OR EMPLOYEE ONLY

Applicant or Employee

Address
Number Street City State Zip Code

NOTE: When selecting racial/ethnic category, you must select only one of the boxes numbered 1 through 7.

Female ☐

Male ☐

1 – Black or African American (Not Hispanic or Latino) <input type="checkbox"/>	2 – Hispanic or Latino <input type="checkbox"/>	3 – American Indian or Alaska Native (Not Hispanic or Latino) <input type="checkbox"/>
4 – Asian (Not Hispanic or Latino) <input type="checkbox"/>	5 – White (Not Hispanic or Latino) <input type="checkbox"/>	6 – Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) <input type="checkbox"/>
7 – Two or More Races (Not Hispanic or Latino) <input type="checkbox"/>	Disabled <input type="checkbox"/>	Veteran <input type="checkbox"/>
Disabled Veteran <input type="checkbox"/>		Age: 40 & Over <input type="checkbox"/>

FOR PERSONNEL USE ONLY

Department _____ Division _____

Appropriation Account No. _____ Pay Grade _____ Position No. _____

Incumbent* _____ (Use this selection for current employees who are requesting a change to their demographic designation)

Promotion _____ Transfer _____ Hired _____ List _____ No List _____ Offered _____ Not Offered _____ Refused _____

Reason for Action _____

Interviewer/HR Staff _____ Date _____

RACIAL/ETHNIC CATEGORIES

- 1 – **Black or African American (not Hispanic or Latino)** – A person having origins in any of the black racial groups of Africa.
- 2 – **Hispanic or Latino** – A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- 3 – **American Indian or Alaska Native (not Hispanic or Latino)** – A person having origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community attachment.
- 4 – **Asian (not Hispanic or Latino)** – A person having origins in any of the original peoples of the Far East, Southeast Asian, or the Indian subcontinent including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- 5 – **White (not Hispanic or Latino)** – A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- 6 – **Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)** – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- 7 – **Two or More Races** – A person who primarily identifies with two or more of the above race/ethnicity categories.

DISABLED:

All persons with a physical or mental impairment that substantially limits one or more major life activities. Major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working. A major life activity also includes the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions. A history of such disability, or the belief on the part of others that a person has such a disability, whether it is so or not, also is recognized as a disability by the regulation.

EQUAL OPPORTUNITY ADVISORY COMMITTEE*
GUIDELINES

MISSION:

To provide two-way communication and suggestions on various aspects of the equal opportunity program to the director in a department or agency in state government.

1. ESTABLISHING THE COMMITTEE:

- A. All employees should be informed of opportunities to serve on the committee.
- B. Agency head appoints the committee from a list of volunteers.
- C. Volunteers should include staff from:
 - 1. Each division of agency
 - 2. Various job levels
 - 3. Diverse group of employees; i.e. minorities, women, persons with disabilities, and veterans

2. STRUCTURE:

- A. Terms of membership
- B. Elections of officers
- C. How many members
- D. Alternates
- E. Sub-committees
- F. Meetings
- G. Minutes

3. FUNCTIONS (ROLE):

- A. Advise – not perform
- B. Develop short-term objectives
- C. Identify areas of possible discrimination
- D. Assist the designee of the agency head with preparing the affirmative action plan
- E. Monitor the progress of the action goals and programs, if necessary, make recommendations to improve
- F. Review monthly progress reports
- G. Issue a progress report to agency head quarterly

4. CHAIRPERSON (DUTIES):

- A. Prepare agenda for meeting
- B. Preside over committee meetings
- C. Submit any committee recommendations to the agency head

5. SECRETARY (DUTIES)

- A. Preside over meeting in absence of chairperson
- B. Record minutes of the meeting
- C. Prepare minutes for distribution.

6. **AGENCY HEAD:**
Should make a commitment that all recommendations will be reviewed and acknowledged
7. **EMPLOYEES SHOULD BE INFORMED OF AGENCY POLICY:**
 1. Newsletter
 2. Pay envelopes
 3. Employee handbooks
 4. Copies of the affirmative action plan policy statement of key program elements
8. The state equal opportunity office may issue such guidelines, directives, or instructions as necessary to carry out Rhode Island General Laws § 28-5.1.

For additional guidance and/or technical assistance, contact:

Cheryl A. Burrell, Associate Director
Department of Administration
Office of Diversity, Equity and Opportunity
One Capitol Hill
Providence, RI 02908
TEL # (401) 222-6397
Rhode Island Relay: 711
FAX # (401) 222-1453
Email: Cheryl.Burrell@doa.ri.gov

* Each agency is required to have an Equal Opportunity Advisory Committee

DIVERSITY ADVISORY COUNCIL*
GUIDELINES

MISSION:

To guide and support a state department or agency director on developing organizational changes and strategies that will advance the goals of diversity and inclusion in the workplace, as well as to assist in the implementation of approved strategies and changes.

1. ESTABLISHING THE COMMITTEE:

- A. All employees should be informed of opportunities to serve on the council.
- B. Agency head appoints the council from a list of volunteers.
- C. Diversity Liaison(s) will serve as ex-officio council member
- D. Volunteers should include staff from:
 - 1. Each division of agency
 - 2. Various job levels
 - 3. Diverse group of employees; i.e. senior leadership, minorities, women, persons with disabilities, and veterans

2. STRUCTURE:

- A. Terms of membership
- B. Elections of officers
- C. How many members
- D. Alternates
- E. Sub-committees
- F. Meetings
- G. Minutes

3. FUNCTIONS (ROLE):

- A. Advise – not perform
- B. Leverage diversity to improve employee and organizational performance
- C. Link diversity strategy with the department's/agency's business strategy
- D. Develop metrics to measure progress
- E. Develop short- and long-term plans for advancing the goals of diversity and inclusion

4. CHAIRPERSON (DUTIES):

- A. Prepare agenda for meeting
- B. Preside over council meetings
- C. Submit any council recommendations to the department/agency director

5. SECRETARY (DUTIES)

- A. Preside over meeting in absence of chairperson
- B. Record minutes of the meeting
- C. Prepare minutes for distribution

6. AGENCY HEAD:

Should make a commitment to support the work of the council and ensure that all recommendations will be reviewed and acknowledged.

For additional guidance and/or technical assistance, contact:

Sabina Matos, Chief Program Development
Department of Administration
Office of Diversity, Equity and Opportunity
Human Resources Outreach and Diversity Office
One Capitol Hill
Providence, RI 02908-5865
TEL # (401) 222-5813
Rhode Island Relay: 711
Email: Sabina.Matos@doa.ri.gov

* Agencies are not required to have a Diversity Advisory Council but are encouraged to do so.

ENFORCEMENT AGENICES

Department of Administration

Office of Diversity, Equity and Opportunity
State Equal Opportunity Office
One Capitol Hill
Providence, RI 02908
TEL # (401) 222-3090
FAX # (401) 222-2490

RI Commission for Human Rights

180 Westminster St. Ste. 3
Providence, RI 02903-1918
TEL # (401) 222-2661/ Voice
TDD # (401) 222-2664
FAX # (401) 222-2616

U.S. Equal Employment Opportunity Commission

1801 L Street NW
Washington, D.C. 20507
TEL # (202) 663-4900/ Voice
TDD # (800) 800-3302
TDD # (202) 663-4494 (for all Area Codes)

Department of Justice

Office of the Americans with Disabilities Act
Civil Rights Division
P.O. Box 66118
Washington, D.C. 20035-6118
TEL # (202) 514-0301/ Voice
TDD # (202) 514-0381
(202) 514-6193 (Electronic Bulletin Board)