

AUDIT & COMPLIANCE COMMITTEE

Tuesday, April 8, 2025

**SUBJECT: REQUEST FOR APPROVAL TO REPEAL REGULATION 7.001, EQUAL
EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION**

PROPOSED COMMITTEE ACTION

Recommend approval to repeal Regulation 7.001.

BACKGROUND INFORMATION

Regulation 7.001 was historically implemented to address equal employment opportunity and affirmative action. The regulation's provisions pertaining to affirmative action are generally no longer applicable in accordance with recent regulatory guidance. Further, the language pertaining to equal employment is duplicative and already found in Regulation 7.008, Anti-Discrimination and Anti-Harassment.

IMPLEMENTATION PLAN/DATE

The proposed amended regulation will be implemented and effective upon adoption by the Board of Trustees.

FISCAL IMPLICATIONS

There are no fiscal implications to this proposed board action.

Supporting Documentation: Regulation 7.001, Equal Employment Opportunity
Affirmative Action

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Florida Atlantic University

Regulation 7.001 Equal Employment Opportunity - Affirmative Action (REPEALED).

~~(1) — The University shall promote equal opportunity policies and practices conforming to federal and state laws against discrimination. The University shall not discriminate in offering access to its educational programs and activities, or with respect to employment terms and conditions, on the basis of race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, veteran status, or any legally protected class or basis. This commitment applies to the University's relationships with outside organizations, including the federal government, the military, ROTC, and private employers, only to the extent of state and federal requirements. Disparate treatment on the basis of a class not protected by federal or state law shall not constitute discrimination if such disparate treatment is required by federal or state law.~~

~~(2) — The University, in affirming equal opportunity practices, is committed to maintaining an affirmative action plan as required of all federal contractors. For further information about that plan, contact the University's Office of Equal Opportunity Programs.~~

Specific Authority Article IX of the Florida Constitution; BOG Regulation 1.001. History—New 10-1-75, Amended 5-24-76, Formerly 6C5-7.01, Amended 11-11-87. Formerly 6C5-7.001. Amended 8-6-12; Repealed xx-xx-2025.