

**FLORIDA ATLANTIC UNIVERSITY
NOTICE OF PROPOSED REGULATION REPEAL**

Date: March 7, 2025

REGULATION TITLE AND NUMBER: Equal Employment Opportunity Affirmative Action (7.001).

SUMMARY: 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 The regulation's provisions pertaining to affirmative action are generally no longer applicable in accordance with recent regulatory guidance.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.

FULL TEXT OF THE AMENDED REGULATION: The full text of the proposed repealed regulation is attached below to this Notice. The full text of the existing regulation is posted on FAU's website at www.fau.edu/regulations. In addition, the full text of the proposed repealed regulation and current regulation are available upon request to the Office of the General Counsel, which can be contacted at (561) 297-3007 or GeneralCounsel@fau.edu.

AUTHORITY TO AMEND THE REGULATION: Article IX of the Florida Constitution and the Board of Governors Regulation Development Procedure dated July 21, 2005.

UNIVERSITY OFFICIAL INITIATING THE REGULATION AMENDMENT: Ms. Elizabeth Rubin, Interim Chief Compliance & Ethics Officer and Interim Deputy General Counsel.

COMMENTS CONCERNING THE PROPOSED REGULATION AMENDMENT SHOULD BE SUBMITTED WITHIN 14 DAYS OF THE DATE OF THIS NOTICE TO THE CONTACT PERSON IDENTIFIED BELOW. In response, the University may solicit additional written comments, schedule a public hearing, withdraw or modify the proposed regulation amendment in whole or in part after notice, or proceed with adopting the regulation amendment. The comments must identify the regulation(s) on which you are commenting.

THE PERSON TO BE CONTACTED REGARDING THE REGULATION AMENDMENT IS: Mrs. Cassandra Rey, Senior Paralegal, Office of the General Counsel, 777 Glades Road, Boca Raton, Florida, 33431, (561) 297-3007 (phone), (561) 297-2787 (fax), GeneralCounsel@fau.edu.

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Regulation 7.001 Equal Employment Opportunity - Affirmative Action (REPEALED).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