
From: Admin Memos [<mailto:ADMIN-MEMOS@LISTSERV.UGA.EDU>] **On Behalf Of** UGA Administrative Memos
Sent: Monday, March 03, 2014 8:55 AM
To: ADMIN-MEMOS@LISTSERV.UGA.EDU
Subject: Job Posting EEO/AA Tagline Changes Effective March 24, 2014

TO:

Vice Presidents, Associate Provosts, Deans, Directors, Department Heads, Faculty, Business Managers

FROM: E. Janyce Dawkins, Director, Equal Opportunity Office

RE: Job Posting EEO/AA Tagline Changes Effective March 24, 2014

On August 27, 2013, the Office of Federal Contract Compliance Programs (OFCCP) released final rules related to U.S. Government Contractors' requirements related to employment of veterans under the Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA) and to employment of individuals with disabilities. The rules were published in the Federal Register on September 24, 2014 and take effect on **March 24, 2014**.

One change as a result of the new rules requires that all job postings include language (tagline) stating that the Contractor is an equal opportunity employer of individuals with disabilities and protected veterans. This language is in addition to the current requirement stating the Contractor in an equal opportunity and affirmative action employer.

The full recommended tagline would read: "The University of Georgia is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex,

national origin, disability, or protected veteran status.” The full tagline, while not required, should be used whenever feasible.

Abbreviations may be used, but “D” and “V” are not adequate abbreviations for protected veterans or individuals with disabilities because OFCCP believes that these may be misunderstood. The tagline should at a minimum state “disability” and “vet” to be clearly understood by jobseekers.

Examples of appropriate abbreviations would be:

“EEO/AA/Vet/Disability Institution”

“EEO/AA Institution. Protected veterans and individuals with disability encouraged to apply.”

“EEO/AA/M/F/Vet/Disability Employer”

These examples are not exhaustive. You will not be required to change the tagline on positions posted before March 24, 2014; however, any posting on or after March 24, 2014 must include reference to protected veterans and individuals with disabilities. Similarly, any modifications to existing postings on or after March 24, 2014 must also include modifying the tagline to include the reference to the groups.

As your postings are reviewed, EEO will contact you with any required modifications. Please contact the EEO at 706-542-7912 if you have any questions. You may also visit the OFCCP website for additional information at: <http://www.dol.gov/ofccp/>.

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Administrative Memos are coordinated through the Office of the Senior Vice President for Academic Affairs and Provost. For more information, contact Sam Fahmy at sfahmy@uqa.edu.