

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 April 9, 2015

On December 9, 2014, the Office of Federal Contract Compliance Programs (OFCCP) published [final rules](#) in the Federal Register related to the signing of Executive Order 13672 which amends Executive Order 11246. EO 13672 adds gender identity and sexual orientation as protected against discrimination by federal contractors. The rules are effective on April 9, 2015.

The new rules require all job postings to include language (tagline) stating that the Contractor is an equal opportunity/affirmative action employer and does not discriminate on the basis of gender identity and sexual orientation. These categories are in addition to the already protected categories.

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, gender identity, sexual orientation or protected veteran status.” The full tagline, while not required, should be used whenever feasible.

Information currently available still requires reference to protected veterans and persons with disabilities in abbreviations such as:

“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 are encouraged to begin including these categories immediately, as they are currently protected against discrimination and harassment under UGA’s [Non-Discrimination and Anti-Harassment \(NDAH\) Policy](#). Any posting on or after April 9, 2015 must include reference to gender identity and sexual orientation. Similarly, any modifications to existing postings on or after April 9, 2015 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/>.