

Overview

OFCCP enforces three laws

- Executive Order 11246 -Women and Minorities
- Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) –Veterans
- Section 503 of the Rehabilitation Act of 1973 - Individuals with Disabilities
- Obligations for recruitment, selection and retention for each

Overview

- FIU is a Federal contractor.
- We are responsible for implementing an annual affirmative action plan as part of our Federal contract
- We are in a conciliation agreement and will be monitored by the Office of Federal Contract Compliance Programs (OFCCP) until 2025.
- If we are found to be out of compliance, the result can range anywhere from a Conciliation Agreement requiring you to change a policy or modify a system to a demand for a very public settlement. Settlements can range anywhere from thousands to millions of dollars.
 - <https://www.dol.gov/newsroom/releases/ofccp/ofccp20231018>

Affirmative Action Plan

- Affirmative Action Plan is a set of specific, positive and result oriented procedures to which the company commits itself to apply every good faith effort.
- Actions, policies and procedures to which a contractor commits itself that are designed to achieve equal employment opportunity in all personnel practices.
- Affirmative action obligations entail thorough, *systematic efforts to prevent discrimination from occurring and to detect it and eliminate it as promptly as possible.*
- Affirmative Action obligations also require contractors to ensure equal opportunity in their recruitment and outreach efforts.
- [Educational Institutional Technical Assistance Guide](#)

Underutilization/Placement Goals

- Placement opportunities serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work.
- Placement opportunities also are used to measure progress toward achieving equal employment opportunity.

They are NOT quotas they are targets

Protected Categories

- Age
- Color
- Individuals with Disabilities
- Ethnicity
- Gender
- Gender Expression
- Gender Identity
- Marital Status
- National Origin
- Pregnancy
- Race
- Religion
- Sex
- Sexual Orientation
- Veteran Status

Discussing, disclosing, or inquiring about one's compensation or the compensation of others, subject to certain limitations explained below in the section on Pay Transparency in Federal Contracting

FIU Affirmative Action Plan Previous Year Achievement

Job Group	Placement Goal Met?	
	Minorities	Females
Miami, FL		
100 - TOP-LEVEL EXECUTIVE		
110 - SENIOR EXECUTIVE		
115 - MID-LEVEL EXECUTIVES II		
120 - MID-LEVEL EXECUTIVES I		
130 - ADMIN/MANAGERIAL-SENIOR		
140 - ADMIN/MANAGERIAL-MID-LEVEL		
150 - SUPERVISOR		
200 - Faculty Sr. Leadership		
210 - Faculty Leadership		
215 - Academic Administrator		
220 - Professor Tenured		Yes
230 - Assoc. Prof Tenured/Ten-Earn		
245 - Asst Professor Tenure Earning		
250 - Professor Non Tenure Earning		
260 - Assoc Prof Non Tenure Earning		
270 - Asst Prof Non Tenure Earning		
275 - Librarian (all ranks)		
280 - Instructor		
285 - Adjunct Lecturer		
290 - Research Professor		
291 - Research Assistant/Associate Professor		
293 - Postdoc/Research Associate		
300 - ATHLETICS/SUPPORT SERVICES		No
301 - HEAD COACHES		
310 - TECHNOLOGY PROFESSIONALS		
311 - SENIOR TECHNOLOGY PROFESSIONAL		
320 - BUDGET/FINANCE PROFESSIONALS		
340 - SR SCIENTIFIC & RESEARCH PROFE		
350 - SCIENTIFIC & RESEARCH PROFI		

Job Group	Placement Goal Met?	
	Minorities	Females
351 - HEALTH CARE PROFESSIONAL		
360 - STUDENT SERVICES		
370 - ADMINISTRATIVE PROFESSIONALS		
380 - Public Relations		
390 - OTHER PROFESSIONAL		
400 - SENIOR LEVEL CLERICAL		
410 - MID-LEVEL CLERICAL		
420 - ENTRY LEVEL CLERICAL		No
500 - COMPUTER/TELECOMMUNICATION		
510 - TECHNICIANS/PARAPROFESSIONAL		
600 - SKILLED CRAFT WORKERS		
700 - Law Enforcement		
710 - PROTECTIVE SERVICES		
720 - CUSTODIAL WORKERS		
730 - SERVICE WORKERS		Yes

Current Year Goals

2024 Goals/Disparity (Hires and Promotions)			
Job Group Code- Name	Female	Minority	Disparity
130- Admin/Managerial-Senior			Hires (Black, Hispanic)
200- Faculty Sr. Leadership			Hires (White) Promotions (White)
210- Faculty Leadership			Hires (White) Promotions (White)
220- Professor Tenured	Yes		
230- Associate Professor Tenured/Tenure-Earning	Yes	Black	Hires (Asian)
260- Assoc Professor Non-Tenure Earning		Total Minorities	
270- Assistant Professor Non-Tenured			Hires (Black, Asian)
285- Lecturer/Adjunct Faculty			Hires (Female, Black, Hispanic, Asian, Two or More)
293- Postdoc/Research Associate			Hires (Male, Asian)
310- Technology Professional			Hires (Male, Asian)
311- Senior Technology Professional			Promotions (Hispanics)
320- Budget/Finance Professional			Hires (Asian)
340- Sr. Scientific & Research Professional			Hires (White) Promotions (White)
351- Professional Healthcare			Hires (Black, Hispanic, Asian, Two or More)



Current Year Goals

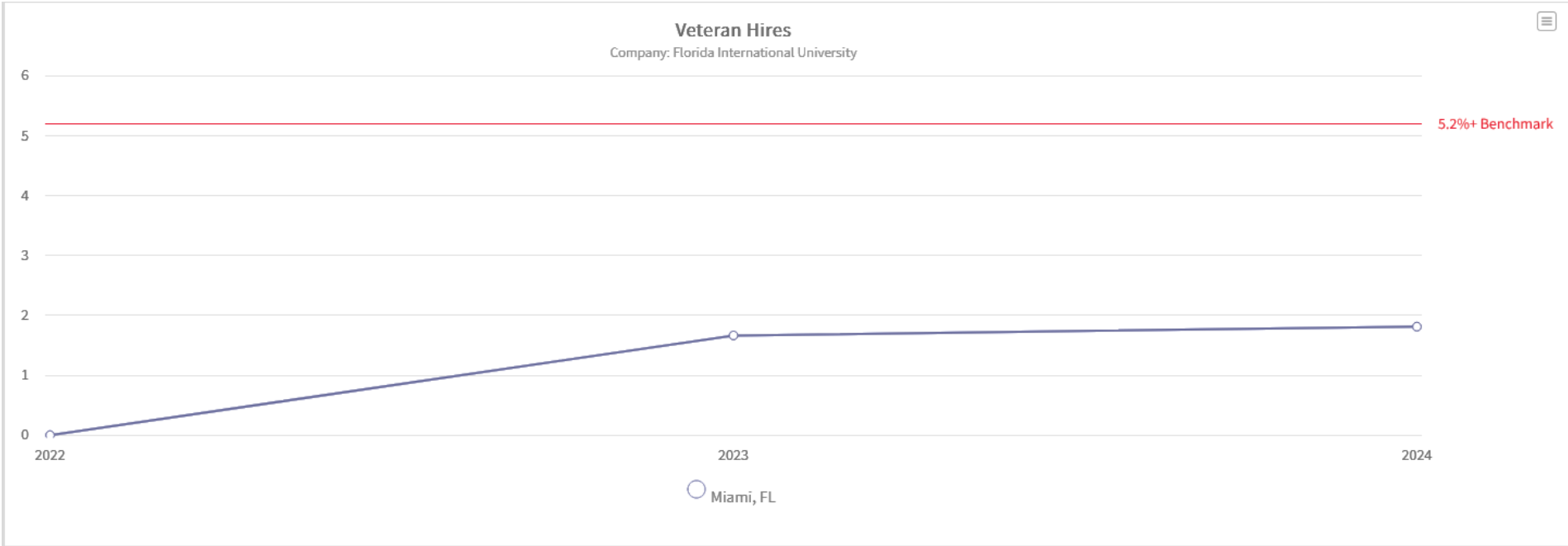
2024 Goals/Disparity (Hires and Promotions)			
Job Group Code- Name	Female	Minority	Disparity
360- Student Services		Asian	Hires (Male, White, Hispanic, Asian, Two or More)
370- Administrative Professionals			Hires (Male)
380- Public Relations			Hires (Females, Black, Hispanic, Asian) Promotions (Male)
390- Other Professional		Black	
400- Senior Level Clerical			Hires (Asian)
410- Mid-Level Clerical	Yes	Black	Hires (Black, Hispanic, Asian, Two or More)
420- Entry Level Clerical	Yes		Hires (Male, Asian, Two or More)
500- Computer/Telecommunication			Hires (Asian)
600- Skilled Craft Workers		Black	Hires (Female, Hispanic, Asian, Two or More)
720- Custodial Workers		Black	
730- Service Workers	Yes	Black	



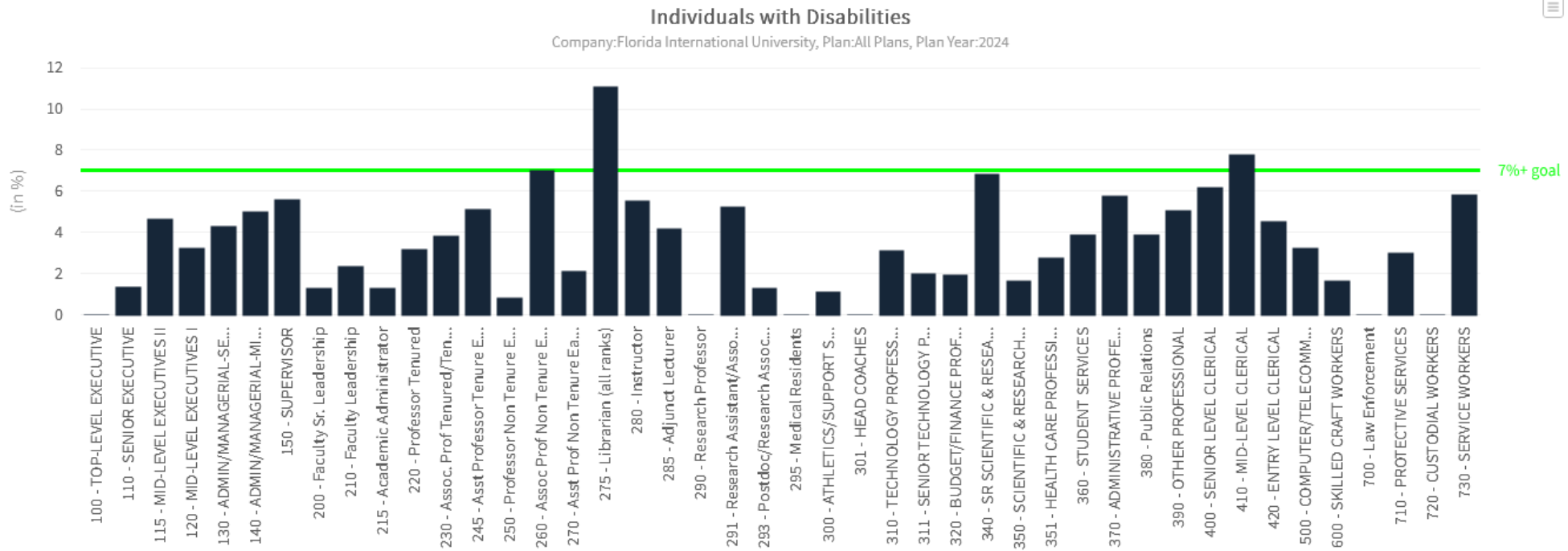
Protected Veterans Goal

FLORIDA INTERNATIONAL UNIVERSITY Protected Veterans Benchmarks Summary Hiring Period: October 1, 2023 through September 30, 2024

Plan	Total Hires (#)	Protected Veterans Hires (#)	% of Protected Veterans Hires	Protected Veteran Benchmark 5.2% Met?
Miami, FL	5248	95	1.80%	No



Individuals with Disabilities Goal



Job Groups Substantially Achieved:

- 260-Associate Professor Non-Tenured 7%
- 275- Librarian (all ranks) 11%

- 340- Sr. Scientific & Research Professional 7%
- 410-Mid-Level Clerical 7%

