



FLORIDA STATE UNIVERSITY

OFFICE OF HUMAN RESOURCES

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MEMORANDUM

TO: Deans, Directors, and Department Heads

FROM: Renisha Gibbs
Associate Vice President for Human Resources/Finance & Administration Chief of Staff

DATE: October 14, 2019

SUBJECT: Office of Federal Contract Compliance Programs (OFCCP) Review Closeout

Each year the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) selects numerous federal contractor establishments to evaluate their compliance with affirmative action regulations. As a Federal Contractor, FSU is required to take affirmative action to ensure that all individuals have an equal opportunity in employment, without regard to race, color, religion, sex, national origin, disability, genetics, veteran status or any other protected group status. In April 2018, FSU was notified that it had been selected for a [supply and services compliance review](#) by the OFCCP. The Human Resources office is the designated institutional respondent to these types of reviews.

I am happy to report that on September 13, 2019, the University received notification from the OFCCP that the compliance review was complete and they had found "no apparent violations of [Executive Order 11246](#)," which outlines federal Equal Employment Opportunity policy. In sharing this exciting news, we recognize that it is your continued observation and compliance with all employment processes that makes such a determination possible.

Please remember that we must remain vigilant in our efforts to comply with federal regulations and university policies. We should be proactive and intentional in every aspect of our hiring and employment practices to ensure we are fair and compliant. Our hiring practices not only determine whether we successfully recruit the best talent, but also demonstrate our commitment to diversity and inclusion. These commitments are essential to providing the best education to students and the best work environment for faculty and staff.

During our February 2019 HR Forum, we provided guidance on hiring compliance with the presentation *Ensuring Your Competitive Hiring Process is Audit Ready*. I encourage everyone to use this presentation as a helpful resource. To access the presentation in both PowerPoint and video formats, [click here](#). Do not hesitate to contact the [Employment & Recruitment Services](#) or [Equal Opportunity & Compliance](#) units if you have any questions about the content of the presentation.

Thank you again for the work that you do to maintain a fair, equitable and inclusive campus community.

cc: Department Representatives