

University of Louisiana System

**Title: HIRING WITHOUT REGARD TO  
RETIREMENT STATUS AND  
WITHOUT REGARD TO PRIOR  
COMPLAINTS OF DISCRIMINATION  
OF OTHER PROTECTED EEO  
ACTIVITY**

**Effective Date: March 28, 2014**

**Cancellation: None**

**Chapter: Miscellaneous**

**Policy and Procedures Memorandum**

All universities within the University of Louisiana System, as well as the UL System itself, must consider applicants for employment without regard to their retirement status and without regard to an applicant's having previously accused the Board or any of its universities of unlawful discrimination.

Notwithstanding the foregoing, a University within the UL System or the UL System itself may consider retirement status in the hiring process, if, and only to the extent, it is required to do so by Federal or Louisiana state law.

If the hiring of any person on the basis, in whole or in part, of retirement status is refused or delayed based on compliance with Federal or Louisiana state law, the University shall notify the UL System President in writing via the University President of each such instance within 5 (five) days prior to such action for the purpose of allowing an opportunity for legal review by UL System of such action.

Each University shall prominently post this policy in all locations where policies are typically maintained on the University campus including but not limited to the Human Resources Department and the campus website. All University Presidents must ensure that the respective University policies are reviewed and that any provisions which are contrary to this policy be immediately rescinded and removed. Certification of such action will be required.

  
System President

3-28-2014  
Date of Execution

*Hiring without regard to the retirement status and without regard to prior complaints of discrimination or other protected EEOC activity*

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**Policy References:**

ULS PPM Prohibiting Workplace and Sexual Harassment, Discrimination, and Retaliation (M-11a)

U.S. Equal Employment Opportunity Commission

**Review Process:**

System Office Staff

Presidents

Vice Presidents for Business and Finance

Legal Counsel

**Distribution:**

University Presidents

Vice Presidents for Business and Finance