

**NORTHWESTERN STATE UNIVERSITY**  
**Hiring Without Regard to Retirement Status and**  
**Without Regard to Prior Complaints of Discrimination**  
**of Other Protected EEO Activity**

- I. Purpose and Scope:** This policy states Northwestern State University's and the UL System's policy on hiring practices of applicants without regard to an applicant's retirement status and without regard to an applicant having previously accused Northwestern, its sister institutions, or the UL System of unlawful discrimination.
- II. Reference:** University Policy and Procedure  
Board of Supervisors for the University of Louisiana System (Policy No. M-(18))
- III. Responsible Area:** President  
EEO Officer  
H.R. Director  
All University Departments

**Please Note: This Policy is effective March 28, 2014**

**University Policy Concerning hiring Without Regard to Retirement Status and Without Regard to Prior Complaints of Discrimination of Other Protected EEO Activity**

Northwestern State University, a member of the University of Louisiana System, must consider applicants for employment without regard to their retirement status and without regard to an applicant's having previously accused the University, any other university under the supervision of the University of Louisiana System, or the UL System of unlawful discrimination.

Notwithstanding the foregoing, Northwestern may consider retirement status in the hiring process, if, and on 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.

This policy will be prominently posted in all University locations (including Shreveport, Leesville, and Alexandria campuses) where policies are typically maintained and posted, including but not limited to, the Human Resource Office (St. Denis Hall) and the campus website. The University President will ensure that the respective policies are reviewed and that any provisions which are contrary to this policy be immediately rescinded and removed.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.