



## Ohio Administrative Code

### Rule 3337-40-121 Recruitment and selection of faculty and staff.

Effective: [September 8, 2026](#)

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#### (A) Overview

In compliance with requirements as a federal contractor, Ohio university will make lawful efforts to recruit persons disabilities, veterans, and Vietnam era veterans, for position openings. In accordance with federal law and Chapter 124. of the Revised Code, the university's policy is to engage in recruitment practices that yield the best applicants for vacancies.

This policy covers all faculty and staff positions at Ohio university.

This policy also establishes an official statement to be utilized as appropriate during recruitment activity:

Ohio university is proud of its rich history, and as part of our ongoing efforts to provide and support a transformative learning experience, we affirm our commitment to fostering a welcoming and respectful workforce and community. All qualified applicants are encouraged to apply and will receive consideration free from discrimination on the basis of, age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, military service or veteran status, national origin, pregnancy, race religion, sex, sexual orientation, status as a parent or foster parent, or any other bases under law. Ohio university is an equal access/ equal opportunity employer.

#### (B) Process

All faculty and staff positions will be posted as directed by university human resources or a collective bargaining agreement. Processes and procedures can be found in Ohio university's recruitment and selection guidelines.

#### (C) Practices, processes, and procedures

Practices, processes, and procedures regarding recruitment and selection at Ohio university will be set forth in guidelines for recruitment and selection at Ohio university. University human resources will establish, maintain, and update these guidelines in close partnership with the office of civil rights compliance. Exceptions to this policy and associated guidelines must be approved by the vice president for human resources or their designee.