

# EEO Program Review Self-Assessment | Culture and Environment

## Culture and Environment | Leadership Behavior

**Guidance:** Leaders model, support, and acknowledge AA/EEO principles.

**Testing:** Do the behaviors of leaders demonstrate support and alignment with AA/EEO principles?

## Culture and Environment | Leadership Communication

**Guidance:** To avoid barriers to EEO, leaders should communicate using inclusive language, and avoid coded or exclusionary statements.

**Testing:** Do leaders communicate using inclusive language, and avoid coded or exclusionary statements?

## Culture and Environment | Unit Communications

**Guidance:** Unit and/or department communications should be in alignment with AA/EEO principles so that all similarly situated employees receive job-related communications in a consistent and equal manner.

**Testing:** Are unit/department communications consistent and equal for similarly situated employees and in alignment with AA/EEO principles?

## Culture and Environment | Flexibility

**Guidance:** Flexibility is provided consistently and equally to support similarly situated employees in completing their essential functions.

**Testing:** Is flexibility provided consistently and equally to support similarly situated employees in completing their essential functions?

## Culture and Environment | Performance Expectations

**Guidance:** Expectations are job-related, applied consistently and equally to similarly situated employees, and support equal opportunity principles.

**Testing:** Are expectations job-related, applied consistently and equally to similarly situated employees, and support equal opportunity principles?

## Culture and Environment | Behaviors

**Guidance:** Microaggressions or other targeted commentary related to protected class are avoided or addressed swiftly by bystanders and supervisors.

**Testing:** Are microaggressions related to protected classes addressed swiftly by bystanders and supervisors?

### **Culture and Environment | Proactive Review of Employment Processes**

**Guidance:** The unit proactively reviews employment processes to identify and remove potential barriers to EEO based on a protected class.

**Testing:** Does the unit proactively review employment processes to ensure no adverse impact on a protected class, remove any identified barriers to Equal Employment Opportunities, and promote inclusive processes and environment?

### **Culture and Environment | Job-Related Events**

**Guidance:** University-sponsored, non-traditional work events (i.e., happy hour or out-of-work activities) are inclusive and open to all similarly situated employees regardless of protective class.

**Testing:** Are university-sponsored, non-traditional work events inclusive and open to all similarly situated employees regardless of protective class?

### **Culture and Environment | Feedback**

**Guidance:** The unit promotes an environment that is open to receiving feedback to support the advancement of AA/EEO.

**Testing:** Does the unit promote an environment that is open to receiving feedback to support the advancement of AA/EEO?

### **Culture and Environment | Accountability**

**Guidance:** Accountability and recognition for job performance are applied consistently and equally to all similarly situated employees.

**Testing:** Are accountability and recognition for job performance applied consistently and equally to all similarly situated employees?