

Chico State Enterprises Announcements Wednesday, November 15, 2023

New Requirement to Recruit for All CSE Hires

During a recent Office of Federal Contract Compliance and Programs (OFCCP) audit, Chico State Enterprises (CSE) was found to be out of compliance with a federal requirement for mandatory recruitment of all positions including full-time and part-time employees, students, as well as additional employment by campus faculty and personnel (41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a.)). To bring the organization into compliance, CSE is required to immediately incorporate corrective measures. Consequently, effective immediately, **all** positions must be solicited or advertised to provide consideration for all qualified applicants. Additionally, CSE is required to track all applicants, new hires, promotions and separation statistics and report annually to OFCCP via an official Affirmative Action Plan.

The purpose of the OFCCP requirement is to prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity, national origin or for inquiring about, discussing, or disclosing information about compensation. The only exception to the recruitment requirements will be grants and contracts with named key personnel written into funder agreements or as a subject matter expert. Employers that fail to comply with these regulations may be subject to sanctions, including suspension or cancellation of federal grants and contracts.

We recognize that this will be a significant change. I want to emphasize this is not a CSE HR change in policy but enforcement of OFCCP's Affirmative Action Plan requirements that we are required to follow to maintain our status as a recipient of federal funds. Additionally, these changes will align CSE recruiting requirements with existing Chico State campus and Associated Students (AS) requirements.

If you have any questions regarding the recruitment process, please do not hesitate to contact me.

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