

# Equal Employment Opportunity/Affirmative Action



**Course Number:** NC 202  
**Cost Per Person:** No Charge/Participating Agency, \$42/Non-Participating  
**Eligibility:** Managers & Supervisors  
**Instructor:** E-Learning  
**Length:** 1 hour

**Certificate Series:** Advanced Leadership Development Certificate

## Scheduled Sessions:

This course is available through On-Demand at no charge for participating State agencies. Contact your training liaison to have the course information e-mailed to you. At the completion of the course, email your completed certificate to [PDS@iowa.gov](mailto:PDS@iowa.gov). The course will then be added to your training history.

## Overview:

Equal Employment Opportunity and Affirmative Action (EEO/AA) is an important component of the State's commitment to attracting and retaining a diverse workforce. Therefore, understanding EEO/AA is critical for all supervisors and managers. Participants will learn the legal principals and background of EEO/AA and its use as a tool to effectively manage an increasingly diverse workplace.

## Objectives:

- State and federal EEO laws
- Equal Employment Opportunity Commission and Iowa Civil Rights Commission
- Compare and contrast protections of state and federal laws
- Differences between EEO and AA
- History of Affirmative Action
- State of Iowa Affirmative Action plan and report