

# Equal Employment Opportunity/Affirmative Action (EEO/AA & Anti-Discrimination)



**Course Number:** MTS NC 202

**Cost Per Person:** No Charge/Participating Agency, \$42/Non-Participating

**Scheduled Sessions:** This course is available On-Demand. Staff interested in completing this course should login to the [State of Iowa LMS](#) to launch the training.

Contact your agency [training liaison](#) if you have questions.

**Eligibility:** Supervisors & Managers

**Instructor:** PDS E-Learning

**Certificate Series:** Management Development Certificate (MDC)

**Length:** 1 Hour

## **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