**The University of Toledo
Manager, Institutional Equity and HR Compliance**

**Opportunity**The Manager of Institutional Equity and HR Compliance will assist the Executive Director, Labor/Employee Relations and HR Compliance, in developing, implementing and monitoring university programs and policies promoting and ensuring compliance with the affirmative action program and supporting equal opportunity goals of the organization.

The manager’s primary role focuses on meeting and exceeding civil rights compliance standards, as well as ensuring all federal and state legal and regulatory requirements are fulfilled in a timely manner. They will provide broad leadership in the areas of Titles VI and VII of the Civil Rights Act, the Americans with Disabilities Act as Amended (ADAA), the Rehabilitation Act, the Age Discrimination in Employment Act (ADEA), Title IX, Accessibility and ADA Services, Equal Equity Opportunity, Equity, Data and Case Management and other state and federal civil rights regulations and guidelines.

The successful candidate will lead, design compile, analyze and report institutional data pursuant to federal regulations in the areas of affirmative action and equal opportunity. Authorized to counsel and direct activities related to meeting and surpassing diversity and inclusion institutional goals. Responsible for AA/EO compliance reporting for university, health system, and all University of Toledo entities. Leads investigations related to concerns or complaints of discrimination or harassment. Supervises one Compliance Specialist.

**Education/experience/licensing:**

* Bachelor's Degree in Human Resources, Legal, or related field required.
* Advanced degree in Business, HR, or related field or Juris Doctor strongly preferred.
* 7-10 years of experience specifically in a high-level compliance function, including conducting internal investigations, preferably in Human Resources.
* Experience in the area of internal equity, diversity, and inclusion, access or affirmative action.
* Experience in higher education preferred.
* Strong knowledge of EEO employment laws, OFCCP regulations, Title VI, Title IX, Title VII Americans with Disabilities Act, and Executive Order 11246.
* Experience providing strategic direction that influences diversity, equity, and affirmative action efforts and leading an organization toward its goals.
* Demonstrated understanding of Federal and state discrimination law and regulations required.
* Demonstrated track record of creative leadership in the development and articulation of affirmative action policy and strategy.

**For full qualifications and to apply, please visit:**[**https://utoledo.csod.com/ux/ats/careersite/6/home/requisition/2656?c=utoledo**](https://utoledo.csod.com/ux/ats/careersite/6/home/requisition/2656?c=utoledo)

The University of Toledo is an equal opportunity, affirmative action employer. The University of Toledo does not discriminate in employment, educational programs, or activities on the basis of race, color, religion, sex, age, ancestry, national origin, sexual orientation, gender identify and expression, military or veteran status, disability, familial status, or political affiliation.