

ISSUE

01

December
2021

Compliance

Program Reviews of Parity

Federal Civil Rights laws require research faculty and staff to make all reasonable efforts to ensure that all people have equal opportunities for program participation. Compliance is measured by using parity. A research program is in parity when program participation by under-represented groups reflects their proportionate representation in the population of potential recipients. You may use the US Census Data or other reputable sources as your population comparator. For agriculture programs, the Census of Agriculture may be appropriate. **A program is considered "in compliance" when its participation has reached 80% of parity in each group.**

The Director of 1890 Research Programs is responsible for providing leadership, direction, and policy to ensure compliance with Title VI of the 1964 Civil Rights Act for CALNS' research and education programs. Any person(s) or firm(s) who feels that they have been discriminated against is encouraged to report such violations.



AAMU Office of Research Compliance

James O. Bukenya, Ph.D.

Director

Phone: 256-372-5729