

REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICIES

It continues to be the policy of Southern Polytechnic State University to implement affirmatively equal opportunity to all employees and students, applicants for employment or admission and participants in any of the University's programs without regard to race, creed, color, sex, sexual orientation, national origin, religion, age, veteran status, political affiliation or disability. Affirmative action shall be taken to ensure fulfillment of this policy including, but not limited to, the following personnel actions:

- Recruiting, enrollment and educational practice
- Hiring, placement, upgrading, transfer or promotion
- Treatment during employment
- Recruitment, advertising or solicitation for employment
- Rates of pay or other forms of compensation
- Selection for training
- Layoff or termination
- Fringe benefits

The policy of this university is consistent with the requirements and objectives of Executive Order 11246, Title VI, and Title VII as amended, Title IX of the Education Amendments of 1972, Vietnam Era Veterans' Readjustment Act of 1974, as amended (#38 USC 2012), Section 503 and 504 of the Rehabilitation Act of 1973, Public Law 101-336 - The Americans with Disabilities Act of 1990, and their implementing regulations. It is the University's objective to obtain, without discrimination, individuals qualified and/or trainable for positions by virtue of job related standards of education, training, experience or personal qualifications.

In conformance with the Federal regulations listed above, Southern Polytechnic State University does not discriminate against any employee or applicant for employment or against any student or applicant for admission in regard to any position for which the employee or student is qualified.

For all employees, applicants for employment, and students with physical and mental limitations, Southern Polytechnic State University will provide reasonable accommodation.

Responsibility for ensuring compliance and continued affirmative implementation of the policy is assigned to Mary Ellen McGee as EEO/AA Officer for the University. Periodic revision and review will be made for the purpose of measuring progress against these stated objectives as well as considering revision and updating.

This policy has my unequivocal support and I request all members of the staff, faculty and student body to join me in order to ensure that nondiscriminatory practices are followed on the Southern Polytechnic campus.

A copy of the Southern Polytechnic Affirmative Action Program is available for inspection by any employee, prospective employee, student or prospective student in the Office of the Director of Human Resources and the Southern Polytechnic Library between the hours of 8:30 a.m. and 5:00 p.m. Monday through Friday except for official university holidays.