

COMPLIANCE WITH THE VIETNAM ERA VETERANS READJUSTMENT ASSISTANCE ACT OF 1974, as amended (38-USC 2012)

It is the policy of Southern Polytechnic State University to ensure that all Vietnam Era and/or disabled veterans, who are current employees of the University or applicants for employment, are afforded equal opportunity in maintaining a present position and/or being considered for a position provided they are qualified. This policy includes all aspects of employment: hiring, promotion, demotion or transfer, recruitment, advertising, layoff or termination, equal pay and other compensation, and selection for training. The University also aggressively seeks the employment and advancement of the veterans covered under this act.

INVITATION TO IDENTIFY

Southern Polytechnic State University is a government contractor subject to Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 which requires government contractors to take affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era. If you are a disabled veteran covered by this program and would like to be considered under the affirmative action program, please tell us. This information is voluntary and refusal to provide it will not subject you to discharge of disciplinary treatment. All employees and applicants for employment are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under this Act. Information obtained concerning individuals shall be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations, and (ii) first aid personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment. In order to assure proper placement of all employees, we do request that you answer the following question: If you have a disability which might affect your performance or create a hazard to yourself or others in connection with the job for which you are applying, please state the following: (1) The skills and procedures you use or intend to use to perform the job notwithstanding the disability and (2) the accommodations we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job or other accommodations.