

SECTION I.
POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITIES
FOR DISABLED INDIVIDUALS AND COVERED VETERANS

It is the policy and intent of the University to provide equal opportunity in employment to all persons, as stated in the University's current equal employment opportunity policy. Consistent with that policy, the University is dedicated to providing equal employment opportunities to qualified individuals with a disability, disabled veterans, veterans of the Vietnam Era and "other eligible veterans" and to taking affirmative action to employ and advance in employment those persons. The objective of this commitment is the utilization of qualified individuals with a disability and covered veterans in all levels of job classification at the University.

For the purposes of this program, an "individual with a disability" shall be understood to mean any person who has a physical or mental impairment which substantially limits one or more of that person's major life activities, or any person who has a record of such an impairment, or any person who is regarded as having such an impairment. A "qualified individual with a disability" shall be defined to mean an individual with a disability who is capable of performing the essential functions of a particular job, with reasonable accommodation to his or her disability, at the minimum acceptable level of productivity applicable to a nondisabled incumbent employee. The term, "disabled veteran," "qualified disabled veteran," "veteran of the Vietnam Era" and "other eligible veteran" shall have those meanings stated in 41 CFR Part 69-250.