

SECTION VIII.
COMPLIANCE WITH GUIDELINES ON SEX DISCRIMINATION

It has been, and continues to be, the policy of the University not to discriminate in employment on the basis of sex.

A. Recruitment and Advertisement.

1. The University actively recruits both men and women for all jobs. Referral sources are informed that the University has no specific sex preference and seeks only qualified applicants without regard to race, color, sex, religion, or national origin.
2. Advertisements for job openings, when used, are placed in a general category with no sex preference indicated.
3. All advertisements are followed by the University's EEO/AA statement.

B. Job Policies and Practices. All written personnel policies clearly indicate that they apply to all employees on an equal basis, regardless of sex.

1. The University makes no distinction in hours, wages, benefits, or other terms and conditions of employment on the basis of sex.
2. Job classifications are not gender-restrictive and sex is not currently considered a bona fide occupational qualification for any job at the University. Qualified employees of either sex are given equal consideration for any position vacancy.
3. Employees are not treated differently on the basis of marital status or parental status.
4. The University provides appropriate and comparable physical facilities for both female and male employees.
5. The University employs individuals on the basis of their qualifications, regardless of the existence of state "protective" laws.
6. All leave policies of the University are, in content and application, nondiscriminatory with respect to sex.
7. The University's retirement plan and policies do not differentiate between employees on the basis of sex.
8. Where "seniority" (i.e. length of service) is a factor for certain benefits or conditions of employment, the same criteria are applied to all employees regardless of sex.

9. University wage and salary schedules and its compensation policies are not related to or based on the sex of employees.

10. Ongoing salary monitoring occurs during the selection process and before beginning salary rates are established for new hires and promotions through use of a quarterly "compensation ratio" report maintained by the University. This report displays salaries of employees in comparable positions, with years in service in those positions indicated, and it thus provides a comparative means of evaluating the appropriateness of the proposed salary for the new position.

C. Pregnancy and Medical Conditions.

1. Women who find it necessary to spend time away from the job because of childbearing or related medical conditions are not penalized in their employment. The University's leave policy includes provisions for maternity leave. Seniority, position, and other benefits are retained when the employee returns to work.

2. Disabilities caused or contributed to by pregnancy, childbearing, or related conditions are treated the same as disabilities caused or contributed to by other medical conditions under the University's health insurance plan.

D. Sexual Harassment. The University does not tolerate sexual harassment of any kind in its workplace. See the University's policy statement on sexual harassment at Exhibit 9.

E. Affirmative Action.

1. The University recruits in good faith females for all job levels.

2. Access to all training programs is equally available to male and female employees.