

SECTION I.
POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITIES
FOR DISABLED INDIVIDUALS AND PROTECTED 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 and protected 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 protected veterans in all levels of job classification at the University. The University commits to making employment decisions based solely on valid job requirements and to ensuring that all personnel actions are taken and employee programs are administered without regard to disability or to protected veteran status.

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 that 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 possesses the skill, experience, education, or other job-related requirements for a position and who is capable of performing the essential functions of a particular job, with or without reasonable accommodation to his or her disability, at the minimum acceptable level of productivity applicable to a nondisabled incumbent employee. The term "*protected veteran*" includes a disabled veteran, a recently separated veteran, an active duty wartime or campaign badge veteran, and an Armed Forces service medal veteran. Those terms shall have the meanings stated in 41 CFR Part 60-300.

This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, award of tenure, transfer, demotion, layoff, termination, recall, job assignments and classifications, position descriptions, lines of progression, rates of pay or other forms of compensation, leave and fringe benefits, selection for training at all levels of employment, and any other term, condition, or privilege of employment.