

## Equal Employment Opportunity Policy

Staff and Services Handbook Page 2-1, Section 2.01

Revised June 12, 2000

It is the policy of the University of North Alabama to afford equal opportunities in education and in employment to qualified persons regardless of age, color, creed, disability, national origin, race, religion, or sex in accordance with all applicable federal and statute constitutions, laws, and valid regulations. The coordinators for nondiscrimination policies are: for students, Irons Law Firm, 219 North Court Street, Florence, AL 35630; for employees, the Director of Human Resources and Affirmative Action, 217 Bibb Graves Hall. Any alleged violations of this policy should be reported immediately to the appropriate coordinator. No student, faculty member, or other university employee will be treated adversely or retaliated against for the use of this policy.

To comply with the declaration set forth above, the University will, in all solicitations and advertisements for employees placed by or on behalf of the University, state its position as an equal opportunity employer. The University will broadly publish and circulate its policy of equal opportunity by inclusion in all correspondence, media communication, and printed matter for employment purposes. The University will engage the services of only those professional organizations, employment agencies, contractors, or agents whose policies are in accordance with the equal employment opportunity policy of the University. The University is expressly committed to a program of maintaining and promoting nondiscrimination in all aspects of recruitment and employment of individuals based on qualifications, merit, and professional ability, and in conformance with all current legal requirements. All personnel actions and programs will be administered in accordance with the equal employment opportunity policy, including: recruitment, transfer, termination, layoff, and recall; determination of wages; terms, conditions, and benefits of employment; and selection for training or retraining. The University will consider, through appropriate and designated grievance procedures, the complaint of any member of the university community who has reason to believe that he or she has been affected by discrimination because of race, color, religion, sex, age, disability or for any other unlawful reasons.