

North Carolina Agricultural and Technical State University EQUAL OPPORTUNITY POLICY STATEMENT

North Carolina Agricultural and Technical State University is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all Federal, State and local laws that prohibit employment discrimination on the basis of age, race, color, gender, national origin, religion, disability, protected veteran status and other protected classifications. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.

North Carolina Agricultural and Technical State University hereby commits that it will provide equal employment opportunities for all persons regardless of race, religion, color, national origin, sex, age, disabling condition, veteran status, political affiliation, genetic information or *sexual orientation and sexual identity, except where religion, gender, and/or age are physical requirements and are bona-fide job related employment requirements. This is in keeping with Title VII of the Civil Rights Act of 1964 as amended, Executive Order 11246, the Rehabilitation Act of 1973, the Civil Rights Restoration Act of 1988, the American with Disabilities Act of 1990, the Civil Rights Act of 1991, NC G.S. 126-16 to 19, Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) and all other applicable federal and State laws.

It is, therefore, the policy of North Carolina Agricultural and Technical State University that the employment practices of the University will be administered without regard to race, religion, color, national origin, sex, age, disabling condition, veteran status, political affiliation, genetic information* or sexual orientation and sexual identity*.

As a government contractor, North Carolina Agricultural and Technical State University is also committed to taking affirmative action to hire and advance minorities and women as well as qualified individuals with disabilities and covered veterans.

We invite employees who are disabled or protected veterans and who wish to be included under our Affirmative Action Program to self-identify as such with the EEO Administrator. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to North Carolina Agricultural and Technical State University will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

*Genetic information is only appealable through the university's internal grievance process or to the Equal Employment Opportunity Commission.

* The North Carolina Agricultural and Technical State University equal opportunity and nondiscrimination policy includes transsexual individuals within the policy's prohibition against discrimination based on sex. This includes actual or perceived gender identity and gender expression. See *price Waterhouse v. Hopkins*, 490 U.S. 228 (1989); *smith v. City of Salem*, 378 F. 3d 566 (6th Cir. 2004).

As Chancellor of North Carolina Agricultural and Technical State University, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of

the company, I have selected Linda Mangum as the EEO Administrator for North Carolina Agricultural and Technical State University. One of the EEO Administrator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the company's programs.

In furtherance of North Carolina Agricultural and Technical State University's policy regarding Affirmative Action and Equal Employment Opportunity, North Carolina Agricultural and Technical State University has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which the company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, between Monday-Friday, 8:00 am-5:00pm in the Division of Human Resources.
