

**UNIVERSITY POLICY EO-02.00-12/01**

**TO:** The University of West Florida Community

**FROM:** Dr. Morris Marx, President

**SUBJECT:** Equal Opportunity/Affirmative Action Policy Statement

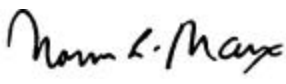
**Responsible Office/Executive:** Equal Opportunity and Diversity/Assistant Vice President

**Policy/Purpose:** To provide policy that ensures equal opportunity to employees and applicants for employment at the University of West Florida

Equal employment opportunity for employees and applicants for employment is the long-standing policy of the University of West Florida. Accordingly, there shall be no discrimination against any employee, or applicant for employment with regard to race, color religion, national origin, age, sex, handicap, or status as a Vietnam Era veteran. This policy is applicable to all areas of personnel action, including, but not limited to recruitment, selection, placement, promotion, reclassification, transfer, training, discipline, layoff, termination, wage/salary rates, and all other terms conditions, and benefits of employment.

Compliance with this policy is the responsibility of all department heads, supervisors, and others whose duties are related to any personnel decisions regarding employees. Further, it is the University of West Florida's obligation to participate fully in the implementation of all applicable federal, state, and local laws, regulations, and executive orders including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, the Age Discrimination in Employment Act of 1967, and the Vietnam Veterans Readjustment Assistance Act of 1974.

To assure compliance with this policy, I have appointed Rosalind Fisher, Assistant Vice President for Equal Opportunity and Diversity. Procedures have been established under which complaints of possible discrimination may be investigated and resolved. Any concerns or questions may be addressed to the Equal Opportunity and Diversity Office at 474-2205.

Approved by:  Date: 1/14/02  
Dr. Morris L. Marx, President