

UNIVERSITY OF WEST FLORIDA  
EQUAL EMPLOYMENT OPPORTUNITY AND  
AFFIRMATIVE ACTION PROGRAM STATEMENT

University of West Florida 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, pregnancy, 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.

As a government contractor, University of West Florida 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. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to University of West Florida will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged in 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.

At the University of West Florida, we are committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of EEO and affirmative action throughout all levels of the University, the position of Equal Opportunity Coordinator has been established. As part of that responsibility, the EO Coordinator will periodically analyze the University's personnel actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

In furtherance of University of West Florida's policy regarding affirmative action and EEO, the University of West Florida has developed a written Affirmative Action Program which sets forth the policies, practices, and procedures which the University 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. The EO Coordinator will be responsible for the day-to-day implementation and monitoring of the University's Affirmative Action Program. 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 Monday through Friday between 9:00 a.m. and 4:30 p.m. at the office of Human Resources, Building 20E, Room 117. Any questions should be directed to the EO Coordinator at [eop@uwf.edu](mailto:eop@uwf.edu) or 850-474-2694.