

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT FOR PROTECTED VETERANS AND INDIVIDUALS WITH A DISABILITY

Clemson University has been and will continue to be an equal opportunity employer. To ensure full implementation of this equal opportunity policy, we will take steps to ensure that:

- a) Persons are recruited, hired, assigned and promoted without regard to disability, protected veteran's status, or any other personal characteristic protected under applicable federal or state law.
- b) All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and related programs are administered without regard to disability, protected veteran's status, or any other personal characteristic protected under applicable federal or state law.
- c) Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

The University's EEO Officer has been assigned the overall responsibility to implement the University's legally required affirmative action programs. As part of that responsibility, the EEO Officer will implement and administer an audit and reporting system to ensure compliance with the University's affirmative action obligations for protected veterans and individuals with a disability, periodically measure the effectiveness of the affirmative action programs, and identify any areas for potential remedial action, as appropriate.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the University's affirmative action programs, please contact the EEO Officer during regular business hours. This is also a reminder that employees may update their disability status at any time by logging into the Employee Self-Service portal and accessing the "Personal Details" page."

The President of Clemson University endorses this equal opportunity and affirmative action policy statement.