STATEMENT OF COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY
INDIVIDUALS WITH A DISABILITY AND VETERANS

[CFR 60-1.4, 2.13 (a), and 2.20]
Effective: February 29, 2016

It is the policy of UNC Greensboro not to discriminate against any employee or applicant for employment because he or she is an individual with a disability or a protected veteran, (i.e., disabled veteran, Armed Forces service medal veteran, recently separated veteran, or other veteran who served during a war, or in a campaign or expedition for which a campaign badge has been authorized). It is also the policy of UNC Greensboro to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

In addition to adherence to the UNCG Policy on Discriminatory Conduct, the University aims to achieve within all areas of employment a diverse faculty and staff capable of providing for excellence in the education of its students and for the enrichment of the total University community. In seeking to fill openings, every effort will be made to recruit in such a way that individuals with disabilities and protected veterans will have an equal opportunity to be considered for and appointed to all vacant positions. Unlawful discrimination, harassment, and retaliation are prohibited.

Overall responsibility for the development and implementation of the University’s Affirmative Action Program resides with the Chancellor. The Affirmative Action Committee and the Affirmative Action Officer have been given the responsibility to monitor the effectiveness of the University’s Affirmative Action Program and to assist in affirmative action policy and planning. This does not diminish in any way the responsibilities of deans, department heads, managers, and supervisors to assist in administering the affirmative action policy and planning through promulgation of information.

The University of North Carolina at Greensboro reaffirms its commitment to equality of opportunity in its relationships with all members of the University community.

Benita T. Peace
Deputy Director, Human Resources and Professional Development, Affirmative Action and ADA Compliance Officer

Deb Carley
Interim Associate Vice Chancellor of Human Resources

Dr. Franklin Gilliam, Jr.
Chancellor
Direct appeal to the State Personnel Commission on the basis of political affiliation is provided only to employees who have achieved career status pursuant to G.S. 126-1A.

Sexual orientation for the purpose of this policy shall mean actual or perceived heterosexuality, homosexuality, or bisexuality, or a person's gender-related identity or expression. Grievances concerning discrimination based upon sexual orientation may only be processed by the internal grievance procedure of the University.