

## C. Equal Opportunity

### I. Equal Opportunity/Affirmative Action Compliance Statement

Southwestern Oklahoma State University in compliance with Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Section 402 of the Readjustment Assistance Act of 1974, Americans With Disabilities Act of 1990, as amended, and other Federal laws and regulations does not discriminate on the basis of race, color, national origin, gender, age, religion, disability, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, financial assistance, and educational service.

Found at: <http://www.swosu.edu/resources/policies/dept/hr/affirm-action.asp>

### II. Statement from the President of SWOSU on Affirmative Action

SWOSU is firmly committed to a policy of Equal Employment Opportunity and will administer its personnel policies and employment practices in a manner that treats each employee and applicant for employment on the basis of merit, experience, and other work-related criteria without regard to race, color, ethnicity, national origin, sex, age, religion, disability, or status as a veteran. As President of the University, I have appointed David Misak, the Affirmative Action Officer, the responsibility of developing and monitoring equal opportunity programs. However, supervisory personnel at every level must share in the responsibility of promoting equal employment opportunities and diversity efforts of the University.

Equal opportunity must be a part of the fabric of all personnel decisions at SWOSU that allows the University to fully utilize our human resources and assist in the development of our employees and students.

*President Randy Beutler*

*February 1, 2010*

### SWOSU's Compliance Statement

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Found At: <http://www.swosu.edu/administration/hr/affirm.asp>

**More Information:** [Equal Employment Opportunity](#) 