
EMPLOYMENT

STATEMENT OF NONDISCRIMINATION

Equal Employment Opportunity: SWOSU, to the extent required by law, 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, the American with Disability Act as Amended of 2009, and other federal laws and regulations does not discriminate on the basis of race, color, national origin, sex, age, religion, disability, genetics or status as a veteran in any of its policies, practices or procedures. This includes but is not limited to employment, promotion, assignment, discharge and other terms and conditions of employment.

Additionally, SWOSU has an Affirmative Action Plan on file in the Human Resources Office. The principle objectives of SWOSU's Affirmative Action Plan are:

- a) To assure all persons equal opportunity for employment and advancement regardless of race, religion, disability, color, national origin, sex, age, genetics or status as a veteran.
- b) To meet institutional responsibilities to the extent required by law under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.
- c) To take positive actions in the recruitment, placement, development and advancement of a diverse staff in the employment of SWOSU.

Note: Each person having administrative or supervisory responsibilities at SWOSU is expected to provide leadership in applying the Affirmative Action Plan.