

## ***EMPLOYMENT***

### **STATEMENT OF NONDISCRIMINATION**

#### **Equal Employment Opportunity**

It is the policy of Southwestern Oklahoma State University that employment decisions shall be based on merit, qualifications, and competence. Employment practices shall not be influenced or affected by virtue of an applicant's or employee's color, national origin, religion, gender, age, disability, marital status, veteran status, or any other characteristic protected by law. In addition, it is the University's policy to provide an environment that is free of unlawful harassment of any kind. The aspects that this policy governs includes but are not limited to: employment, promotion, assignment, discharge, and other terms and conditions of employment.

#### **Affirmative Action Statement**

Southwestern in compliance with Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 503 of the Rehabilitation Act of 1973, Section 402 of the Readjustment Assistance Act of 1974, Americans with Disabilities Act of 1990 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 aid, and educational services.

### **CONDITIONS OF EMPLOYMENT**

**Loyalty Oath** As required by state law all individuals are required to sign a loyalty oath upon employment by the University.