

**EQUAL EMPLOYMENT OPPORTUNITY PROGRAM
PROTECTED VETERANS**



UNIVERSITY OF
MARYLAND

July 1, 2025, through June 30, 2026

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Preface

University of Maryland College Park, (the University), is committed to the concept and practice of equal opportunity. In the preparation of this equal employment opportunity (EEO) plan, we have been guided by the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002 (38 U.S.C. § 4212), and its implementing OFCCP regulations (41 C.F.R. Part 60-300). Nothing contained in this EEO plan or its supporting data should be construed as an admission by the University, in whole or in part, that it has contravened any federal, state, or local employment practice laws, or to sanction the discriminatory treatment of any person.

While the University firmly believes in the dissemination of its EEO policies and practices and makes the non-data components of this EEO plan available for review to employees and applicants upon request, the EEO plan remains a proprietary document of the University. Moreover, the data on which the University has relied in preparing this EEO plan are confidential and sensitive, and the University believes release of the data would subject the University to commercial harm. Reports that require specific data, such as names of employees and salary information, are not an official part of this EEO plan. This information is on file at the University as Documentation and Supporting Data for EEO Plan Reports and is available for review only as required by law.

If this EEO plan or any supporting data or documentation are submitted to the Office of Federal Contract Compliance Programs (OFCCP) pursuant to the Executive Order, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act and/or any implementing regulations (as any or all have been or may be amended), the Equal Employment Opportunity Commission, any local or state fair employment practice agency, or any other federal, state or local government agency, those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying the University of the agency's decision to disclose and providing the University with ample time to contest the disclosure. Advance notice of disclosure should be sent to Sarah Babineau, Assistant Director, Employment Compliance, sbabineau@umd.edu. The University requests that this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. § 552.

No information contained in the EEO plan or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without prior notification to and permission from the University.

This EEO plan does not constitute an express or implied contract between the University and its employees, job applicants, or other persons, nor does it change in any way the basic at-will employment relationship all University employees have with the University. Nothing in this EEO Plan creates a private right of action on behalf of any individual or group against the University.

Equal Employment Opportunity and Affirmative Action Statement of Policy 41 C.F.R. 60-300.44 (a)

It is the policy of the University of Maryland College Park not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity or expression, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, age, genetic information, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the University of Maryland. The University will continue to ensure that individuals are employed, and that employees are treated during employment, without regard to any of the above characteristics or any other characteristic protected by law in all employment practices as follows:

Employment decisions at the University are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, reclassification, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination.

Employees may choose to voluntarily disclose their sex, race, national origin, disability, and protected Veteran status at any time. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities are encouraged to inform University Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The University makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities.

The University of Maryland College Park and its President are fully committed to principles of equal employment opportunity and affirmative action. The Assistant Vice President of University Human Resources in conjunction with the Vice President for Community and Belonging is responsible for the implementation of the University's affirmative action program. All managers and supervisors shall take an active part in the University's affirmative action programs to ensure all qualified employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to employment decisions. Furthermore, the University strives to solicit the cooperation and support of all employees for the University's Equal Employment Opportunity and affirmative action programs.

The University's affirmative action programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of the University of Maryland's programs. The University periodically reviews progress in the compliance and implementation of the its affirmative action commitment and programs. In accordance with law, the University affirmative action programs for qualified individuals with disabilities and protected Veterans are available for inspection on the University Human Resources website uhr.umd.edu.

In addition, employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, all as amended, and/or any other federal, state, or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. The University will not discharge or in any other manner discriminate against employees or applicants for employment because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant for employment. However, employees who have access to

the compensation information of other employees or applicants as a part of their essential job functions should not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the University's legal duty to furnish information.

Erytheia Lambert-Jones

Chief Human Resources Officer

Definitions 41 C.F.R. 60-300.2

“DISABLED VETERAN” is (1) A veteran of the U.S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or

(2) A person who was discharged or released from active duty because of a service connected disability.

“QUALIFIED DISABLED VETERAN” means a disabled veteran as defined above who has the ability to perform the essential functions of the employment position at issue with or without reasonable accommodation.

“RECENTLY SEPARATED VETERAN” means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

“ARMED FORCES SERVICE MEDAL VETERAN” is any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

“ACTIVE DUTY WARTIME OR CAMPAIGN BADGE VETERAN” means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

“PROTECTED VETERANS” means Disabled Veterans, Recently Separated Veterans, Armed Forces Service Medal Veterans, and Active Duty Wartime or Campaign Badge Veterans.

Responsibility for Implementation 41 C.F.R. 60-300.44 (i)

University of Maryland College Park has assigned primary management responsibility and accountability for ensuring full compliance with the Equal Employment Opportunity Program to Sarah Babineau, the Assistant Director of Employment Compliance in University Human Resources ("Assistant Director"). The Assistant Director has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the EEO plan.

The duties of the Assistant Director and designees include:

- Developing policy statements, EEO plans, and internal and external modes of communication.
- Training personnel involved in recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the University's Equal Employment Opportunity Program are implemented.
- Advising managers and supervisors, the University is obligated to prevent discrimination and harassment of applicants and employees on any basis protected by law.
- Identifying any problem areas in implementing the EEO plan and developing solutions.
- Ensuring policies are in place to identify any barriers to employment for protected veterans, including those with known disabilities to ensure disabled veterans benefit from equal employment opportunities.
- Designing and implementing an internal audit and reporting system to measure the effectiveness of the University's Program, indicate the need for remedial action, determine the degree to which the University's objectives have been attained, determine whether employees who are protected veterans have had the opportunity to participate in University-sponsored educational, training, recreational, and social activities, and ensure each University location is in compliance with applicable laws and regulations.
- Serving as liaison between the University and enforcement agencies.
- Encouraging active involvement by university representatives in the community service programs of local organizations of and for protected veterans.
- Ensuring posters and notices are properly displayed or disseminated in ways that are accessible and understandable to applicants and employees and
- Keeping management informed of developments in the equal employment opportunity area.

Request for Self-Identification 41 C.F.R. 60-300.42

In order to notify applicants and employees of the existence of and the opportunity to participate in this Equal Employment Opportunity Program and to provide sufficient data to allow University of Maryland College Park to measure and improve, if necessary, the effectiveness of the University's equal employment opportunity efforts, the University invites applicants and employees to voluntarily self-identify as a protected veteran as follows:

- When an applicant applies or is considered for employment, the University provides the applicant with an opportunity to voluntarily self-identify protected veteran status. This opportunity is offered at the same time the University invites the applicant to self-identify race, ethnicity, and sex.
- Following an offer of employment, the University provides an additional opportunity to voluntarily self-identify protected veteran status.
- The invitation to self-identify will state the University is a federal contractor required to make efforts to employ and advance in employment protected veterans and summarize the relevant portions of the applicable law and the University's Equal Employment Opportunity Program.
- The invitation to self-identify will state the information is being requested on a voluntary basis, it will be kept confidential, refusal to provide the requested information will not subject the applicant to any adverse treatment, and the information will not be used in a manner that is inconsistent with applicable law.
- The University will keep all self-identification information confidential and maintain it in a data analysis file rather than in individual employee personnel or medical files.

Review of Personnel Processes 41 C.F.R. 60-300.44 (b)

The University of Maryland, College Park periodically reviews its personnel procedures to determine whether they ensure the careful, thorough, and systematic consideration of the job qualifications of employees or applicants who are protected veterans for jobs filled either by hiring or promotion and for educational or training opportunities.

Vacancies are advertised, and applications are accepted from any interested person. The University's employment materials, including items such as its employment application, the careers section of its website, and job advertisements, will include a non-discrimination statement to further inform applicants of the University's policy of equal employment opportunity. All non-executive positions lasting three days or more, and not expected to be filled from within, will be referred to the appropriate state employment service delivery system. In addition, to ensure protected veterans are aware of job openings, the University will send vacancy announcements to the employment sources listed in this Equal Employment Opportunity Program.

The University ensures its personnel processes do not limit, segregate, or classify an employee or applicant in a way that adversely affects employment opportunities or status because of status as a protected veteran. The University makes sure that when a protected veteran is considered for an employment opportunity, the University relies only on that portion of the individual's military record, including military discharge papers, relevant to the requirements of the opportunity at issue.

The University periodically reviews any physical and mental job qualifications to ensure they do not tend to screen out disabled veterans for reasons that are not job-related or consistent with business necessity, or do not relate to ensuring the safe performance of the essential functions of the job. The University reviews its personnel processes to ensure protected veterans are not stereotyped in a manner that limits their access to jobs for which they are qualified. The University also ensures applicants and employees who are protected veterans and who meet job qualifications have equal access to its personnel processes, including those implemented through information and communication technologies, and provides necessary reasonable accommodation to ensure applicants and employees who are disabled veterans receive equal opportunity in the operation of personnel processes.

Review of Physical and Mental Job Requirements 41 C.F.R. 60-300.44 (c)

The University of Maryland, College Park reviews physical and mental job qualification requirements as job qualification requirements are established or revised to ensure qualification requirements do not screen out qualified individuals with disabilities or qualified disabled veterans for reasons that are not job-related or consistent with business necessity and the safe performance of the essential functions of the job. This review occurs at regular intervals throughout each calendar year, such as when a job may be advertised or filled through hiring or promotion, when the duties of a position are significantly revised, and when considering requests for reasonable accommodation related to the performance of the functions of the position.

The University also regularly reviews its personnel processes to ensure any medical exams or inquiries are conducted in accordance with the Section 503 regulations. Information regarding the medical condition or history of an individual obtained as a result of any such inquiry or exam is collected and maintained on separate forms and in separate medical files and treated as a confidential medical record.

To the extent any physical or mental job qualification measurements are found to potentially screen out qualified individuals with disabilities or qualified disabled veterans in the selection of employees or applicants for employment or in other changes in employment status such as promotion or training, the University will ensure the requirements are related to the specific job(s) for which the individual is being considered and are consistent with business necessity and the safe performance of the job.

Reasonable Accommodations 41 C.F.R. 60-300.44 (d)

The University of Maryland, College Park has made and will continue to make reasonable accommodations to the known physical and mental limitations of otherwise qualified employees and job applicants who are disabled veterans unless such accommodation would impose an undue hardship.

If a veteran has a disability, the University encourages the individual to request reasonable accommodation to enable the individual to perform a job safely. Such accommodations may include special equipment, changes in the physical layout of the job, modification of job duties, or other reasonable accommodations. The University will inform employees and applicants of the process for requesting reasonable accommodation.

Where an employee who is known to be a veteran with a disability is having significant difficulty performing job duties and the University reasonably concludes the performance issues may be related to a known disability, the University may notify the employee of the performance problem and confidentially inquire whether the problem is related to the employee's disability. If the employee indicates a disability is impacting performance, the University will engage in confidential discussions with the employee about the performance problem and the need for reasonable accommodation.

Compensation 41 C.F.R. 60-300.21 (i)

In offering employment or promotions, the University of Maryland, College Park does not reduce the amount of compensation offered to protected veterans because of any disability income, pension, or other benefit the employee receives from another source. Similarly, the University does not reduce the amount of compensation offered to an employee or applicant because of the actual or anticipated cost of a reasonable accommodation needed, requested, or anticipated.

Harassment 41 C.F.R. 60-300.44 (e)

The University of Maryland College Park has developed and implemented policies and procedures to ensure employees who are protected veterans are not harassed because of their veteran status.

A copy of the University's Equal Employment Opportunity and Affirmative Action Statement of Policy, which forbids harassment against individuals based on protected characteristics, is included in this EEO plan.

Training 41 C.F.R. 60-300.44 (j)

The University of Maryland College Park trains personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the University's EEO plan are implemented.

Internal Dissemination of Policy 41 C.F.R. 60-300.44 (g)

The University of Maryland College Park recognizes that, however strong its outreach program, internal support from supervisory management and other employees is necessary to ensure maximum effectiveness of its EEO plan for protected veterans. The University may utilize the following procedures to enhance the internal implementation and dissemination of its Equal Employment Opportunity and Affirmative Action Statement of Policy, as appropriate:

- The University's Equal Employment Opportunity and Affirmative Action Statement of Policy will be made available to applicants and employees. The policy includes a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under the Vietnam Era Veterans' Readjustment Assistance Act, of 1974, as amended.
- An invitation to participate in the University's Equal Employment Opportunity Program by voluntarily self-identifying as a protected veteran will be disseminated to all applicants, as well as to all employees, once the University has extended a job offer.
- The University will publicize the policy in university publications.
- The University will hold meetings with executive, management, and supervisory personnel to explain the University's policy of equal employment opportunity and to make clear the President's support for the policy.
- The University will inform applicants and employees of its commitment to engage in equal employment opportunity, including by discussing the policy in various employee and manager training sessions.
- When employees are featured in employee handbooks or similar publications, efforts will be made to include protected veterans.
- University publications will include articles on the accomplishments of all employees, including protected veterans.

If the University has or becomes party to collective bargaining agreements, union officials will be informed the University is bound by the terms of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and is committed to take measures to employ and advance in employment protected veterans, and the University will not discriminate against protected veterans. For those sites not subject to a collective bargaining agreement, no notification of union officials is necessary.

Outreach, Positive Recruitment and External Dissemination of Policy 41 C.F.R. 60-300.44 (f)

The University of Maryland, College Park, has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment protected veterans. While the University believes there are no deficiencies in its current employment practices with respect to applicants and employees who are protected veterans, it engages in outreach, positive recruitment, and external dissemination programs to augment its existing efforts. The University engages in or has made plans to implement the activities outlined in this EEO plan, as appropriate.

The University will inform recruiting sources of its policy of equal employment opportunity for protected veterans. Recruiting sources will be requested to actively recruit and refer qualified protected veterans for all positions. The University will make the Equal Employment Opportunity Clause part of all covered contracts and purchase orders. The University will inform subcontractors, including subcontracting vendors and suppliers, of its Equal Employment Opportunity and Affirmative Action Statement of Policy, and request appropriate action on their part.

The University will post all job vacancies (other than some executive and senior management positions or positions lasting three days or less) for which it considers external applicants with the local employment delivery system where the opening occurs. These postings will occur before or concurrently with the use of other recruitment efforts to fill the job and will be provided in the manner and format specified by the relevant agency, that will allow the agency to provide priority referral of protected veterans.

The University will notify the employment service delivery system in each state where it has establishments that it is a federal contractor, and it desires priority referrals of protected veterans for job openings in that state. The University will also provide the employment service delivery system with the name and location of all hiring locations within the state. The notice also will include the names and contact information for job search organizations the University uses to assist in hiring, if any. If any of the information in this disclosure changes, the University will send an update with the next relevant job listing.

The University will identify local organizations and/or community agencies specializing in placing and/or developing training programs for protected veterans and send them notices of vacant positions. Examples of these outreach efforts include contacting the following:

- Local Veterans' Employment representatives in the Employment One-Stop Career Centers near the facilities covered in this EEO plan.
- Department of Veterans Affairs offices close to the facilities covered in this EEO plan.
- Placement or career offices of educational institutions specializing in the placement of protected veterans.
- Private recruitment sources, such as professional organizations or employment placement services specializing in the placement of protected veterans.
- Local veterans' groups and veterans' service centers near the facilities covered in this EEO plan.
- Department of Defense Transition Assistance Program (TAP).

Recruitment efforts at educational institutions may incorporate special efforts to reach students who are protected veterans. Efforts will be made to have employees who are protected veterans serve as company representatives during career days, job fairs, and related recruitment efforts. Advertisements or solicitations for prospective employees will indicate that the University is an equal opportunity employer.

Assessment of Outreach and Recruitment Efforts 41 C.F.R. 60-300.44 (f)(3)

The University of Maryland, College Park, evaluates available data regarding the effectiveness of its outreach and recruitment efforts on an annual basis. For areas where the University concludes the totality of its efforts was not effective in identifying and recruiting qualified protected veterans, the University will identify and implement alternative efforts.

Criteria used to evaluate the effectiveness of outreach efforts may include:

- Results of hiring benchmark analysis for protected veterans.
- Available data related to applicants and hires.
- Whether the activity increased the University's ability to include protected veterans in its workforce.
- Whether the activity attracted qualified protected veterans.
- Whether the activity resulted in the selection of qualified protected veterans.

The Exhibit lists the outreach programs the University of Maryland, College Park, participated in from July 1, 2025, to June 30, 2026. The University will continue to monitor and review outreach sources to evaluate the effectiveness of outreach and recruitment efforts.

Audit and Reporting Systems 41 C.F.R. 60-300.44 (h)

It is the responsibility of the University's Assistant Director, Employment Compliance, to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the University's Equal Employment Opportunity and Affirmative Action Statement of Policy, to report specific problems to the appropriate management personnel, and to measure the effectiveness of the University's EEO plan.

The University's audit and reporting system is designed and implemented to:

- Identify and measure the effectiveness of the EEO plan.
- Identify any need for remedial action.
- Determine the degree to which the University's objectives are being attained.
- Determine whether individuals who are known protected veterans have had the full opportunity to participate in all University-sponsored educational, training, recreational, and social activities.
- Measure the University's compliance with the EEO plan's specific obligations, and
- Document the actions taken to monitor the University's compliance with the EEO plan's specific obligations.

To measure the effectiveness of the EEO plan, the University may take the following actions:

- Audit the University's voluntary self-identification process to monitor the number of protected veterans who choose to self-identify and evaluate whether changes could be made to the self-identification process to encourage greater voluntary self-identification by protected veterans.
- Monitor records of applicant flow, referrals, placements, training, transfers, promotions, terminations, and compensation decisions to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained.
- Report on the organization's progress towards equal employment opportunity and any identified problem areas, so appropriate steps can be taken to resolve any issues.
- Examine available utilization and benchmark data regarding protected individuals and develop action-oriented programs to address any areas of underutilization.
- Review available data computations and analyses regarding applicants and hires.
- Review the effectiveness of the University's recruitment and outreach activities.
- Use a schedule to regularly assess any mental and physical qualifications to ensure they are job-related and consistent with business necessity.
- Regularly assess the University's personnel processes to ensure protected veterans have equal opportunity in employment.
- Audit communications with vendors and subcontractors to ensure such communications reflect the University's commitment to equal employment opportunity for protected veterans.
- Audit job listings to ensure the postings reflect the University's commitment to equal employment opportunity for protected veterans.
- Audit personnel policies to ensure such policies reflect the University's commitment to equal employment opportunity for protected veterans.

Where the Equal Employment Opportunity Program is found to be deficient, the University will take necessary actions to improve the Program.

Data Collection Analysis 41 C.F.R. 60-300.44 (k)

The University of Maryland, College Park, documents computations or comparisons about applicants and hires on an annual basis and maintains the documentation for a period of at least three years.

Hiring Benchmarks 41 C.F.R. 60-300.45

The University of Maryland, College Park, will establish a benchmark for hiring protected veterans. In establishing a hiring benchmark, the following principles apply:

- The purpose of establishing a hiring benchmark is to provide the University with a quantifiable method by which it can measure its progress toward achieving equal employment opportunity for protected veterans.
- The hiring benchmark is not a quota that must be met, nor is it a ceiling that limits or restricts the employment of protected veterans.
- In all employment decisions, the University makes selections in a nondiscriminatory manner. Hiring benchmarks do not justify extending a preference to any individual, selecting an individual, or adversely affecting an individual's employment status, because of that individual's veteran status.
- Hiring benchmarks do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Hiring benchmarks are not used to supersede merit selection principles, nor do they require the University to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.
- A finding that the hiring benchmark has not been attained does not constitute a finding nor admission of discrimination.

The University has established its benchmark in accordance with the national percentage of veterans in the civilian labor force as published on the OFCCP website. As of July 1, 2025, this benchmark is 5.1 percent.

Exhibits

The University of Maryland College Park recognizes the extraordinary contributions of our armed service members locally and abroad, and we understand the unique challenges they face when transitioning into a civilian setting. We are committed to providing an environment that helps veterans pursue their academic and personal goals, explore different learning experiences, and get involved in campus life. Therefore, the University offers various outreach activities and resources that serve veterans and military-connected students, staff, and faculty on campus.

FY 2027 Outreach Activities

Posting Positions:

Attracting protected veteran applicants is of paramount importance to the University. It regularly posts open positions from our applicant tracking system on the Maryland Workforce Exchange website, as well as using an advertising agency to post positions on the following sites:

- DiverseJobs.net/Diverse Issues in Higher Education,
- The Washington Post,
- Higher Ed Jobs,
- Chronicle of Higher Education, and
- Indeed

Yellow Ribbon Program:

The University participates in the Yellow Ribbon GI Education Enhancement Program, a provision of the post-9/11 Veterans Educational Assistance Act of 2008. This program allows U.S. degree-granting institutions to enter into an agreement with the Department of Veterans Affairs (VA) to fund tuition expenses. Eligible student veterans may have up to 100% of their tuition covered.

Talent Acquisition Initiatives:

The University's Talent Acquisition (TA) team is housed in University Human Resources (UHR) and works to identify, attract, and retain skilled and qualified protected veterans to fulfill staff roles at the University. The University's approach is focused on equitable sourcing and ensuring that opportunities are accessible to qualified candidates. As part of our recruiting process, we work to ensure that candidates have access to resources and tools that can support them throughout the recruitment process. Some of TA's initiatives this year included:

Hiring Our Heroes: TA partnered with Hiring Our Heroes (HOH) to connect military community members with The University's open positions. HOH is a U.S. Chamber of Commerce foundation that connects the military community (service members, military spouses, and veterans) with American businesses to create economic opportunity and a strong and diversified workforce.

Development of Holistic Position Information: TA developed a system to capture more accurate informational snapshots of open positions, including total compensation, detailed information, and University-specific benefits and perks - such as retirement service credits for veterans.

DoD SkillBridge Program: The DoD SkillBridge Program is an unpaid training program that provides transitioning military service members with civilian job training with little to no cost to a participating organization. The TA team promotes the program as an option for Facilities Management specialties.

Ongoing Targeted Outreach for the University's Veteran Candidates: This EEO year, our veteran database has been actively maintained and expanded as new applicants are identified. TA leverages this growing database to conduct targeted outreach efforts and strengthen engagement with veteran talent.

Continued Engagement: Veteran candidates who were previously identified continue to be proactively informed of career opportunities and available career preparatory resources.

Skill Translation: TA continues to offer veteran candidates support in effectively translating and presenting their military experience within the context of civilian roles. This practice ensures equitable evaluation against the institution's established minimum and preferred qualifications.

Improved Online Job Messaging:

EEO Statement: The University made changes to its job posting websites as part of a conscious effort to attract more veterans to our open positions. The EEO statement is now more visible on our careers site and clearly portrays the University's commitment to hiring veterans. The EEO statement reads:

The University of Maryland, College Park, is an Equal Opportunity Employer. All qualified applicants will receive equal consideration for employment. Please read the University's Equal Employment Opportunity Statement of Policy.

Position Descriptions: All position descriptions include the University EEO Statement and a link to the O*Net Online veteran resource, which provides a standardized tool for translating military experience into civilian occupational qualifications.

Entrepreneurial and Career Support:

The Mid-Atlantic Veterans Business Outreach Center: The University is home to the Mid-Atlantic Veterans Business Outreach Center (VBOC), a one-stop shop for transitioning service members, veterans, and military spouses looking to start, purchase, or grow a business. VBOC offers training opportunities, counseling, and mentoring in-person and online, and referrals to partners and programs at no cost to veterans. Activities from this EEO year include:

- Numerous "Boots to Business" classes organized by VBOCs and SBA district offices around the country.
- Entrepreneurial development workshops specific to issues of self-employment, such as Internet tool usage.
- Five-year business plan assistance.
- Feasibility Plan services; and
- Entrepreneurial training, consulting, and mentorship.

Veteran Student Life: TerpVets is a student-run organization providing recognition and support of the veteran community on and off campus through a variety of volunteer and social events that enhance veterans' personal and career growth. TerpVets activities transitioned to Veteran Student Life. Activities from this EEO year include:

- Networking events at GrillMarx
- New Student Veteran Orientation
- Veteran Voices Veterans Day Service at the Memorial Chapel
- Welcome Back Breakfast
- Veterans Top Golf
- Veterans Capitals Hockey Game

FY 2027 Action-Oriented Programs and Analysis of Effectiveness

Action-Oriented Programs	Evaluation of Effectiveness
UMD's percentage of protected veterans hired increased in FY 2027.	The University believes this increase is attributable, in part, to continued outreach efforts and improvements in Workday that allow applicants and employees to distinguish between Protected Veteran status and the broader "veteran" identify. This results in more accurate data and allows the University to continue the actions needed to attract more protected veterans to open positions.