

University of Maryland Equal Employment Opportunity & Affirmative Action Statement of Policy

It is the policy of the University of Maryland 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 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 of Maryland will continue to ensure that individuals are employed, and that employees are treated during employment, without regard to their sex, gender identity or expression, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, age or any other characteristic protected by law in all employment practices as follows:

Employment decisions at the University of Maryland are based on legitimate job related criteria. All personnel actions or programs that affect qualified individuals, such as employment, upgrading, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination based upon the individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, or any other characteristic protected by law.

Employees may choose to voluntarily disclose their sex, race, national origin, disability, and protected Veteran status at any time by contacting University Human Resources. 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 and disabled Veterans 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 of Maryland 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 and disabled Veterans, unless such accommodations would impose an undue hardship on the University of Maryland.

The University of Maryland and its President are fully committed to principals of equal employment opportunity and affirmative action. The Assistant Vice President of University Human Resources in conjunction with the Chief Diversity Officer is responsible for the implementation of the University of Maryland's affirmative action program. All managers and supervisors shall take an active part in the University of Maryland'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 of Maryland strives to solicit the cooperation and support of all employees for the University of Maryland's Equal Employment Opportunity and affirmative action programs.

The University of Maryland'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 of Maryland's Affirmative Action Officer is responsible for periodically reviewing progress in the compliance and implementation of the University's affirmative action commitment and programs. In accordance with law, the University of Maryland affirmative action programs for qualified individuals with disabilities and protected Veterans are available for inspection in the University Human Resources office, Monday through Friday from 8:30 am to 5:00 pm upon request.

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, Executive Order 11246, 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 of Maryland 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 of Maryland's legal duty to furnish information.