

EQUAL OPPORTUNITY STATEMENT

41 CFR 60-300.44(a); 41 CFR 60-741.44(a)

It is the University of Minnesota's policy to provide equal opportunity to all employees and applicants for employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression ("protected classes"). The University also provides reasonable accommodations to qualified individuals with disabilities as required by law, and bases its employment decisions on valid job requirements. These University policies and practices apply to all of its employment actions including, but not limited to, recruitment, hiring, promotion, compensation and training.

The University prohibits discrimination against employees and applicants on the basis of their membership in a protected class. Additionally, the University prohibits retaliation. Retaliation may include harassment, intimidation, threats, or coercion because an employee or applicant has objected to discrimination, engaged or may engage in filing a discrimination complaint, assisted in a discrimination review, investigation, or hearing or has otherwise sought to obtain their legal rights under any federal, state or local equal opportunity law.

As President of the University of Minnesota, I am committed to the principles of affirmative action and equal employment opportunity. Accordingly, I have selected the University's Director of the Office for Equal Opportunity and Affirmative Action Tina Marisam to develop an affirmative action plan that sets forth the University's policies, practices and procedures to promote equal opportunity and affirmative action in accordance with applicable law. Director Marisam will also establish and maintain an internal audit and reporting system to evaluate the effectiveness of our affirmative action and equal opportunity programs.

The University's Affirmative Action Plan for November 1, 2016-October 31, 2017 is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Office of Equal Opportunity and Affirmative Action. Interested persons should contact the Office of Equal Opportunity and Affirmative Action at 612-624-9547 for assistance.



Eric W. Kaler, President
University of Minnesota