

## EQUAL OPPORTUNITY POLICY and AFFIRMATION OF NON-DISCRIMINATION

Oregon State University, as an institution of higher education and as a community of scholars, is committed to eliminating discrimination and providing equal opportunity in education and employment.

Oregon State University, in compliance with state and federal laws and regulations, does not discriminate on the basis of age, race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability status or protected veteran status (including disabled veterans, armed Forces service medal veterans, recently separated veterans, and active duty wartime or campaign badge veterans) in any of its policies, procedures, or practices. This nondiscrimination policy applies to admission and access to, and treatment and employment in, University programs and activities, including but not limited to academic admissions, financial aid, educational services, and employment.

Oregon State University's employment policies are designed to ensure that all applicants receive fair consideration for employment and that employees are treated equitably. The university takes affirmative steps to 1) recruit, hire, train, and promote persons in all job titles, without regard to age, race, color, religion, sexual orientation, gender identity or expression, national origin, sex (except where sex is a bona fide occupational qualification), disability, or protected veteran status; 2) provide reasonable accommodations; 3) base employment and promotional opportunity decisions on valid requirements; and 4) ensure that all personnel actions such as compensation, benefits, transfers, layoffs, returns from layoff, OSU sponsored training, education, tuition assistance and social and recreation programs will be administered without regard to age, race, color, religion, sex, sexual orientation, gender identity or expression, national origin, status as an individual with a disability, or status as a protected veteran.

Employees, applicants, and students shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to a complaint of discrimination; (3) opposing any act or practice made unlawful by equal opportunity regulations or Federal, State or local equal opportunity law; or (4) exercising any other right protected by equal opportunity regulations or laws.

As President of Oregon State University, I am committed to the principles of Affirmative Action and Equal Opportunity. I have designated Kerry McQuillin, the Affirmative Action Manager in the Office of Equal Opportunity and Access as the person responsible for implementing our written Affirmative Action programs throughout the university, and for establishing and maintaining an internal audit and reporting system to measure these programs. The Affirmative Action Plans for qualified individuals with disabilities and for qualified protected veterans are available for inspection by any employee or applicant for employment upon request between 8:00 am and 5:00 pm in the Office of Equal Opportunity and Access, 330 Snell Hall, Oregon State University, Corvallis, OR.

It is the intent of the University that all members of the community - employees and students - share the responsibility for making equal employment opportunity and affirmative action dynamic aspects of University life.

  
Edward J. Ray  
President