

I.I.I

EQUAL EMPLOYMENT OPPORTUNITY POLICY

POLICY STATEMENT

The University of St. Thomas affirms its policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/ Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies, specifically including Chapter 139.50 and 141 of the Minnesota Civil Rights Ordinance and the Rules and Regulations as applicable.

SECTION I PROVISIONS

The University of St. Thomas will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, ancestry, national origin, sex, sexual orientation, disability, age (40 and over), marital status, or status with regard to public assistance. With respect to religion and creed, as permitted by law, the university reserves the right to exercise discretion in employment decisions to employ persons who share and are committed to the values and mission of the university.

The University of St. Thomas will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection for lay-off, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training including any future apprenticeships or internships. We will provide reasonable accommodation to applicants and employees with disabilities.

The University of St. Thomas prohibits the harassment of any employee or job applicant on the basis of their protected class status.

The university affirms the value of cultural diversity for all students and employees. Therefore, the University of St. Thomas will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action.

The University of St. Thomas fully supports the incorporation of nondiscrimination and Affirmative Action rules and regulations into contracts.

The University of St. Thomas will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving Affirmative Action objectives in addition to other criteria. Any employee of this university, or sub-contractor to this university, who does not comply with the Equal Opportunity Policies

and Procedures as set forth in this statement and plan may be subject to disciplinary action.

SECTION II FILING A COMPLAINT

The University of St. Thomas has appointed the Executive Advisor to the President as the Affirmative Action Officer. Her responsibilities includes monitoring the efforts of the University in meeting its responsibilities in this area and reporting the effectiveness of the Affirmative Action Program, as required by Federal, State and Local agencies. The Associate Vice President for Human Resources oversees the University's Equal Employment Opportunity policy related to the terms and conditions of the employment relationship between the University and its employees. If any employee or applicant for employment believes he/she has been discriminated against, please contact either the Associate Vice President for Human Resources Department at (651) 962-6511 or the Executive Advisor to the University President at (651) 962.6031.