



THE UNIVERSITY OF NORTH CAROLINA SYSTEM

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President's Statement of Commitment to Affirmative Action, Equal Employment Opportunity, and a Workplace Free from Harassment, Discrimination, and Retaliation

August 12, 2019

Dear UNC System Office Colleagues:

The University of North Carolina System Office is committed to affirmative action, equal employment opportunity, and maintaining a work environment that fosters mutual respect for each other and is free from all forms of harassment and discrimination. We value diversity and inclusion at the UNC System Office, which is supported by our commitment to equal opportunity and affirmative action.

Our employment policies and practices are designed and implemented to ensure that no one is treated unfairly because of their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status. As part of this commitment, in the last two years we introduced new mandatory on-line courses to educate employees on unlawful harassment and sexual harassment, and to highlight individual responsibilities in these areas, as well as new on-line courses to educate hiring supervisors and interview committees on hiring practices consistent with equal opportunity and affirmative action requirements and best practices.

The UNC System Office is committed also to the principles of affirmative action and equal employment opportunity for individuals with disabilities and protected veterans and strives to attract and retain for employment qualified individuals who are veterans or individuals with disabilities.

Our fundamental commitment to equal employment opportunity, based on the requirements of both federal and state law and on policies of the UNC Board of Governors, is embodied in the Affirmative Action Plan, which is available in the Office of Human Resources for inspection by any employee or applicant upon request during normal business hours. The plan is also available on our website at <https://myapps.northcarolina.edu/hr>.

I have designated Chris Chiron, Associate Vice President for Employee Relations and University Equal Opportunity Officer, as the Equal Employment Opportunity/ Affirmative Action (EEO/AA) Officer for the UNC System Office. The EEO/AA Officer is charged with establishing and maintaining a reporting system that measures the effectiveness of the UNC System Office's Affirmative Action Plan and identifies where additional action is needed to meet our objectives.

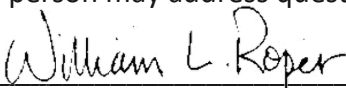
It is also the obligation of all employees of the UNC System Office to contribute meaningfully, within their areas of competence and responsibility, toward the full realization of equal employment opportunity with regard to all aspects of the employment relationship, including:

- (1) recruitment and initial consideration for employment,
- (2) job placement and assignment of responsibilities,
- (3) evaluation of performance,
- (4) promotion and advancement,
- (5) compensation and other benefits,
- (6) access to training and other professional development opportunities,
- (7) access to facilities,
- (8) discipline, layoff, discharge, or other termination of employment, and
- (9) formulation and application of all personnel rules and regulations.

Similarly, all employees are expected to make effective contributions to the realization of established affirmative action goals for the increased utilization of members of groups that previously have been under-represented within the UNC System Office. Any employee with authority and responsibility in the area of personnel management who fails or refuses to act in accordance with our principles of equal employment opportunity will be subject to appropriate administrative or disciplinary action. Any employees or prospective employees who believe that they have been a victim of impermissible harassment or discrimination or who have otherwise been denied equal employment opportunity are urged to report the matter promptly to Chris Chiron at 919-843-4121 or cschiron@northcarolina.edu.

The UNC System Office welcomes as professional colleagues all qualified persons, without reference to their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status. We therefore invite and urge the larger community of which the UNC System Office is a part to assist us in realizing our equal employment opportunity and affirmative action objectives. To that end, we seek and welcome applicant referrals from all available sources so long as such referrals are made in a non-discriminatory manner. We especially appreciate the assistance of individuals and organizations in identifying as prospective employees those persons who are members of groups that traditionally have not been afforded equitable participation in available employment in the United States.

Any person may address questions concerning our affirmative action plan to me or Chris Chiron.



William Roper, Interim President, UNC System

08/12/2019

Date