

SECTION I

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of the University of North Carolina System Office (UNC System Office) to provide equal opportunity in employment for all qualified persons and to prohibit discrimination in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or protected veteran status. It is also the policy of the UNC System Office to take affirmative action to employ and to advance in employment all persons regardless of their status as individuals with disabilities or protected veterans.

This affirmative action plan is published in accordance with *41 CFR Part 60-2.10(a)(3)*, *41 CFR §60-741.44(a)* and *41 CFR §60-300.44(a)* and is implemented in accordance with the following laws and their amendments: Title VII and Title IX of the Civil Rights Act of 1964; The Equal Pay Act of 1963; Executive Order 11246; the Age Discrimination in Employment Act of 1967; the Rehabilitation Act of 1973, as amended (Section 503); the Americans with Disabilities Act of 1990; the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA); the Civil Rights Restoration Act of 1988; NC General Statutes Chapters 116 and 126 and Title II of the Genetic Information Nondiscrimination Act of 2008.

The UNC System Office has been and will continue to be an equal opportunity employer. *The Code* of the Board of Governors for the University of North Carolina Statement on Equality of Opportunity in the University and the Equal Employment Opportunity Policy are referenced in Exhibit 1.

In keeping with The Code and Equal Employment Opportunity Policy, the UNC System Office will continue to recruit, hire, train, and promote the most qualified persons without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status. Similarly, all other personnel matters such as compensation, benefits, transfers, layoffs, training, education, tuition assistance, and related programs will continue to be administered in accordance with University policy. All employment decisions are based on job related standards and must comply with the principles of equal employment opportunity.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503, VEVRAA, or any other Federal, State, or local law requiring equal opportunity for disabled persons or protected veterans; (3) Opposing any act or practice made unlawful by Section 503, VEVRAA, or implementing regulations in this part or any other Federal, State, or local law requiring equal opportunity for disabled persons or protected veterans; or (4) Exercising any other right protected by Section 503, VEVRAA, or implementing regulations in this part.

The President's Statement of Commitment to Affirmative Action and Equal Employment Opportunity is included as Exhibit 2.