C. PLAN ADMINISTRATION

C. 1. STATEMENT OF POLICY ON EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

The University of Rhode Island prohibits discrimination, including harassment and retaliation on the basis of race, color, creed, national or ethnic origin, gender, gender identification or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status or status as a special disabled veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. In the recruitment, admission or treatment of students, the recruitment, hiring or treatment of faculty and staff, and in the operation of its activities and programs, (except in those special circumstances permitted or mandated by law) and cases that may arise under applicable federal and state law and regulations including but not limited to Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the 1972 Educational Amendments to the Higher Education Act; the Age Discrimination in Employment Act of 1967; Sections 503 of the Rehabilitation Act of 1973, as amended and 504 of the Rehabilitation Act of 1973, as amended; Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended; the Equal Pay Act of 1963, as amended; the Americans with Disabilities Act of 1990; ADA Amendment Act of 2008; the Genetic Information Nondiscrimination Act, Executive Order 11246, as amended; Executive Order 91-39; Executive Order 92-2; and Rhode Island General Law 28-5.1 as amended, and all other laws which pertain to access and equity.

The University of Rhode Island is committed to the principles of Affirmative Action and the attainment of Equal Employment and Equal Educational opportunities for all qualified individuals. The Director of Affirmative Action, Equal Opportunity and Diversity has been designated by the President as the person who shall have overall responsibility for the implementation and maintenance of such programs. For further information, please contact the Affirmative Action Office at (401) 874-2442.

[Signature]
David M. Dooley, Ph.D., President

2.20.18
Date

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Policy on Service Delivery

The University policy regarding service delivery mandates that the University and its employees provide all types of service and assistance in a non-discriminatory manner.

Roxanne Gomes, Director of Affirmative Action, Equal Opportunity and Diversity, is the contact person for the policy on service delivery at the University of Rhode Island.

Policy on Contracts

In accordance with Federal and State legislation, the University will continue to monitor the compliance of sub-contractors with regard to equal employment opportunity and affirmative action laws, executive orders, guidelines, rules and regulations. The University will continue to seek out and promote the inclusion of minority-owned businesses in its procurement process. Elizabeth Gil, Director Purchasing and University Stores is the contact person.

David M. Dooley
Ph.D.
President

2-20-18
Date
F. AFFIRMATIVE ACTION PLAN FOR INDIVIDUALS WITH DISABILITIES, DISABLED VETERANS AND VIETNAM ERA VETERANS

POLICY STATEMENT

It is the University's policy to employ and promote qualified personnel without discrimination against any employee or applicant for employment because of a physical or mental disability or veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

The implementation of the University's Affirmative Action Program is a concerted effort on the part of management and employees. This commitment is stated in our policy so that all employees, prospective employees, sources of employment and community leaders are aware of the University's commitment.

The University continually removes any existing physical barriers and safety hazards to individuals with disabilities so reasonable accommodations can be made consistent with the critical job tasks required for the work to be performed and within the effective operation of the University.

[Signature]
David M. Dooley
President

2.20.18
Date

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Policy Statement for Individuals with Disabilities and Veterans

The University of Rhode Island is fully committed to meet the specialized affirmative action requirements to employ and advance individuals with disabilities and veterans in accordance with the Americans with Disabilities Act of 1990, RI General Law 28-5.1, Executive Order 92-2 and the Vietnam Era Veterans Readjustment Act of 1974.

It is the policy and practice of the University of Rhode Island to provide equal opportunity for every employee. The University encourages qualified individuals with disabilities, disabled veterans and qualified veterans to participate fully in all employment opportunities. This policy applies to all decisions about recruiting, hiring, compensation, benefits, transfers, promotions, layoffs and other conditions of employment.

Accordingly, all employment decisions shall be consistent with the principles of equal employment opportunity.

The University will communicate to all employees and applicants its obligation to take affirmative action to employ qualified individuals with disabilities, and covered veterans, in such a way as to ensure understanding and acceptance.

The University will contact recruiting sources such as Vocational Rehabilitation Services, the Department of Human Services and appropriate educational or training institutions to assist in recruiting qualified individuals with disabilities and covered veterans.

The Director of the Affirmative Action Office is designated as the 504 Coordinator for the University of Rhode Island. This entails coordination of all divisions in the Implementation of all Federal rules and regulations affecting the University in terms of compliance with the mandates of Section 504 of Title V of the Rehabilitation Act of 1973.

\[Signature\]
Director

Affirmative Action, Equal Opportunity and Diversity

Date: \[2.20.18\]

\[Signature\]
David M. Dooley, Ph.D.
President

Date: \[2.20.18\]
Compliance with Guidelines on Discrimination Because of Religion or National Origin

The University does not discriminate against employees or applicants for employment because of religion or national origin and takes affirmative action to insure that applicants are employed, and that employees are treated equitable during employment without regard to their religion or national origin. Such action includes, but is not limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training including tuition waiver.

The University communicates throughout the entire campus community that their obligation and commitment to provide equal employment opportunity without regard to religion or national origin is being fully implemented.

The University accommodates the religious observances and practices of an employee or prospective employee unless it demonstrates undue hardship on the conduct of the University. As part of its obligation, the University gives such employees the option to use their personal leave, vacation leave or leave without pay as a reasonable accommodation to the religious observances and practices of an employee or prospective employee who regularly observes certain religious holidays during the year, and who is conscientiously opposed to performing work or engaging in similar activity on such days.

David M. Dooley
President

2.20.18
Date
Compliance with Sex Discrimination Guidelines

The University recruits for all job vacancies without regard to sex. When it becomes necessary to advertise for employees, the University does not express a sex preference. The University of Rhode Island takes affirmative action to recruit women to apply for those jobs where they have been previously underrepresented.

The University of Rhode Island's written personnel policies expressly indicates that there shall be no discrimination against employees on the basis of sex.

The University of Rhode Island does not make any distinction based on sex in employment opportunities, compensation, hours, seniority lists, promotions, transfers, in-service training courses, tuition waivers, social and recreational programs, positions, job titles and benefits.

The University's wage schedules are not related to or based on the sex of the employees. The University does not discriminatorily restrict one sex to certain job classifications. The University ensures that all jobs are available to all qualified employees without regard to sex.

The University does not discriminate against employees with young children. The University maintains a Maternity Leave Policy, Family Medical Leave Act that is available to all faculty and staff members. Parental leave is afforded to all employees for the purpose of child raising in accordance with Personnel Rule 5.0661 (d) and State and Federal FLMA provisions.

Mandatory or optional ages for retirement will be equal without regard to sex.

The University recognizes its obligation to provide a work atmosphere free of harassment and intimidation. (See Council on Postsecondary Sexual Harassment and Violence Policy in Appendix)

David M. Dooley
President

2.20.18
Date