

# Equal Opportunity Statement

**Date**

6/21

The University of Southern Indiana is unequivocally pledged to the principles of equal employment opportunity, affirmative action and nondiscrimination, assuming fair and equitable treatment of all persons. The University has given assurance of compliance with national, state, and local civil rights legislation and enactments, as outlined in the University's Affirmative Action Plan.

The University of Southern Indiana reaffirms its present policy of equal employment opportunity, affirmative action and nondiscrimination with respect to recruitment, hiring, training, promotion, and treatment of persons in all organizations, services and programs under the legal control of the Trustees of the University of Southern Indiana, which shall be maintained on a nondiscriminatory basis in regard to race, color, religion, sex, pregnancy or marital status, national origin, age (40 or older), disability, genetic information, sexual orientation, gender identity, veteran status, or any other category protected by law or identified by the University as a protected class at all times.

The University is equally committed to providing an environment that is free from any form of harassment because of one's race, color, religion, sex, pregnancy or marital status, national origin, age (40 or older), disability, genetic information, sexual orientation, gender identity, veteran status, or any other category protected by law or identified by the University as a protected class. The University will not tolerate harassment or any other discriminatory conduct. Such conduct will result in disciplinary action up to and including discharge. The University will not tolerate any act or threat of violence, physical or sexual abuse or harassment as defined by law, statute, or regulation directed toward any member of the University community, its students or visitors to the campus, events, or facilities. Such behavior is to be reported to the proper University official immediately; action consistent with other University policies and procedures and governmental laws and regulations will be followed.

The University of Southern Indiana will continue to take positive actions to ensure against discrimination toward any person. All members of the faculty and staff are expected to give full support to the University's commitment to equal opportunity, affirmative action, and an environment that is free from harassment.

Copies of the Affirmative Action Plan are available in the Human Resources Department.