



The UNIVERSITY of OKLAHOMA.

Office of the President

***President's Statement of Commitment to
Affirmative Action Related to Veteran's Status and Disabilities and
Equal Employment Opportunity***

The University of Oklahoma's success as a place of belonging is founded in part on its commitment to equal opportunity and affirmative action related to veteran's status and disabilities. Our employment policies and practices are in compliance with all applicable federal and state laws and regulations and are designed and implemented to ensure that no person is treated unfairly because of their race, color, national origin, sex, sexual orientation, marital status, gender identity/expression (consistent with applicable law), genetic information, age (40 or older), religion, disability, political beliefs, or status as a veteran.

This includes, but is not limited to, admissions, employment, financial aid, and educational services in education programs or activities or health care services that the University operates or provides.

Additionally, the University is committed to the principles of developing a workforce that reflects the relevant labor market. The University reaffirms its commitment to an Affirmative Action Program that complies with by Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Act.

Our fundamental commitment is derived from compliance with all federal and state equal employment opportunities. The University will continue its policy of fair and equal employment practices for all employees and job applicants without discrimination on the basis of race, color, national origin, sex, sexual orientation, marital status, gender identity/expression (consistent with applicable law), genetic information, age (40 or older), religion, disability, political beliefs, or status as a veteran.

The University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each University leader and budget unit leader is responsible to thoughtfully implement all aspects of these policies, and whenever possible, to the overall progress toward equal employment opportunity and participation in all University programs and activities.

It is up to all of us at the University to ensure that our commitment to these policies is in compliance with all applicable laws and that we value our faculty, staff, and students. Together, we will continue to strive to reach the goals of fair and equal employment opportunities for all.

Joseph Harroz, Jr.
President
The University of Oklahoma

