SECTION 1: POLICY STATEMENT
41 C.F.R. §§ 60-250.44(a); 60-300.44(a); 60-741.44(a)

It is the policy of Florida Gulf Coast University and my personal commitment that equal employment opportunity will be provided in the recruitment, hiring, training, and promotion of protected veterans and individuals with disabilities in all job titles, including the executive level. Florida Gulf Coast University does not and will not discriminate against any applicant or employee because he or she is a protected veteran or because of a physical or mental disability in regard to any position for which the applicant or employee is qualified. In addition, Florida Gulf Coast University is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veterans and individuals with disabilities. Such affirmative action shall apply to all personnel actions, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training and on-the-job training. All employment decisions are based on valid job requirements. Florida Gulf Coast University will make every effort to provide reasonable accommodations for any physical and mental limitations of individuals with disabilities and to disabled veterans.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, or other activity related to the administration of federal, state, or local law requiring equal opportunity for individuals with disabilities; opposing any act or practice made unlawful by any federal, state, or local law requiring equal opportunity for individuals with disabilities, or exercising any other right protected by Section 503 of the Rehabilitation Act or its implementing regulations.

Our obligations in this area stem from not only from adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to protected veterans and individuals with disabilities.

If you have any questions regarding our equal employment opportunity or harassment policies or complaint procedures, you may contact Brandon Washington, Director of Institutional Equity and Compliance at (239) 745-4366.

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Dr. Wilson G. Bradshaw, President