

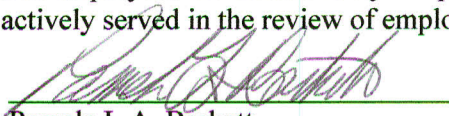
The University of North Carolina at Pembroke

1. The University of North Carolina at Pembroke, through its responsible managers, recruits, hires, upgrades, trains, and promotes in all job titles without regard to race, color, religion, creed, sex, national origin, age, disabling condition, political affiliation, sexual orientation, genetic information, or because he or she is a special disabled veteran, newly separated veteran, a campaign veteran, or an armed forces service medal veteran (i.e., qualified protected veterans) except where an accommodation is unavailable and/or it is a bona fide occupational qualification. The overall intent of this policy is to ensure the administration and implementation of all personnel policies, practices and programs in a non-discriminatory manner that is fair and equitable.
2. Managers shall ensure that all personnel actions such as compensation, benefits, terminations, university-sponsored training, and social and recreational programs shall be administered in a non-discriminatory manner without regard to race, color, religion, creed, sex, national origin, age, disabling condition, political affiliation, sexual orientation, genetic information or qualified protected veteran status, except where an accommodation is unavailable and/or it is a bona fide occupational qualification.
3. Managers shall base employment decisions on the principles of equal employment opportunity and with the intent to further The University of North Carolina at Pembroke's commitment to affirmative action and equal employment by promoting a diverse workforce. At no time will any covered employee, or covered applicant for employment, who exercises his/her rights pursuant to The University of North Carolina at Pembroke's Affirmative Action Policy be subject to discipline, or have his/her opportunities for employment adversely affected.
4. Managers shall take affirmative action to ensure that qualified minority group individuals, females, disabled, or protected veterans are introduced into the workforce, are encouraged to aspire for promotion, and are considered as promotional opportunities arise.
5. The University of North Carolina at Pembroke invites any employee or any applicant for employment to review The University of North Carolina at Pembroke's written Affirmative Action Programs. These programs are available on the Office of Human Resources website: [2011 EEO Plan for UNC Pembroke](#) and for inspection upon request between 8:00 AM and 5:00 PM at the Office of Human Resources. Any questions should be directed to me, your supervisor, or Pamela L. A. Barkett, EEO Coordinator (Director of Human Resources/Affirmative Action Officer).
6. Applicants are encouraged to identify their race and sex. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.
7. Employees are invited to self-identify as an individual with a disability or protected veteran status. This self-identification is strictly voluntary, confidential and will not result in retaliation of any sort.
8. 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 review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, or any other federal, state or local law requiring equal opportunity for disabled persons or qualified protected veterans or; (3) opposing any act or practice made unlawful by Section 503, VEVRAA or its implementing regulations in this part or any other federal, state or local law requiring equal opportunity for qualified individuals with disabilities and qualified protected veterans; or (4) exercising any other right protected by Section 503 or its implementing regulations in this part or any other right protected by VEVRAA or its implementing regulations in this part.
9. Complaints of sexual orientation and veteran's status discrimination have review rights on the UNC Pembroke campus only. The Chancellor is the final authority in these reviews.
10. The university has established the Career Banding Core Team, made up of diverse representation of employees from across campus, to serve as the employee advisory committee responsible for reviewing the implementation and operation of the career banding program to assure career banded employees are treated fairly in opportunities for career development and compensation levels. This team has actively served in the review of employee career banding personnel actions.



Kyle R. Carter
Chancellor

3-2-11
Date



Pamela L.A. Barkett
Director of Human Resources/EEO Officer

3/1/11
Date