MEMORANDUM

TO: All Employees of the University of South Carolina
FROM: Harris Pastides, President
DATE: September 30, 2013
SUBJECT: Reaffirmation of the University’s Policy on Equal Opportunity and Affirmative Action

As published in our Policies and Procedures Manual and Affirmative Action Plan, the University of South Carolina is committed to a policy of equal opportunity and non-discrimination on the basis of the following protected classes [i.e.: race, sex, gender, age, color, religion, national origin, disability, genetics, sexual orientation and veteran status. This commitment applies to academic and non-academic personnel matters and to educational access that is free of any illegal discrimination based upon one's protected class.

Equal education and employment opportunity, as well as support of affirmative action as required by federal and state laws, are integral parts of the mission and purpose of the University of South Carolina. The University has established the goal that the proportion of minority and female employees should be equal to their representation in the relevant labor markets for faculty, administrative, professional and non-academic positions. The Affirmative Action Program will remain in effect until we attain the fair representation of women and minorities in our workforce.

USC is also required by law (1) to employ and advance in employment qualified persons with disabilities, veterans with disabilities and veterans of the Vietnam era; (2) to assure program accessibility for qualified students with disabilities; and (3) to maintain a work and educational environment that is free from sexual harassment and other types of illegal harassment based upon one's protected class.

Overall responsibility for implementing and monitoring the Affirmative Action Program of the University rests with the President; however, each employee plays a vital part in maintaining a bias-free University environment. Administrators and supervisors who make employment decisions are responsible for ensuring equal opportunity and meeting affirmative action goals within their work area.

If you have any questions concerning the University’s Equal Opportunity/Affirmative Action Program, please contact Bobby D. Gist, the Executive Assistant to the President for Equal Opportunity Programs (777-3854) or the affirmative action coordinator on your campus. Thank you.