MEMORANDUM

TO: All Employees of the University of South Carolina

FROM: Harris Pastides, President

DATE: September 29, 2017

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 and educational matters.

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 qualified 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 the University attains that goal.

USC is also required by law (1) to take affirmative action to employ and advance in employment qualified individuals with disabilities and protected veterans; (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 forms of unlawful harassment based upon one's protected class.

Ultimate 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. All administrators and supervisors who make employment decisions are responsible for ensuring equal opportunity and meeting affirmative action goals within their work area.

Questions concerning the University's Equal Opportunity/Affirmative Action Program should be directed to Clifford Scott, Director of the Office of Equal Opportunity Programs at (803)777-3854 or the affirmative action coordinator on your campus.

Thank you for your cooperation and support.