



MEMORANDUM

To: All University of South Carolina Employees

From: Bob Caslen, President

Date: October 17, 2019

RE: Reaffirmation of Commitment to Equal Opportunity and Affirmative Action

The University of South Carolina is committed to equal opportunity and non-discrimination in providing educational and employment opportunities. The University does not discriminate based on race, sex, gender, age, color, religion, national origin, disability, genetics, sexual orientation, protected veteran status, pregnancy, childbirth or related medical conditions.

Equal educational and employment opportunities and support of affirmative action, as required by federal and state law, are integral to the mission and purpose of the University of South Carolina. The University is required by law to take affirmative action to employ and advance in employment qualified women, minorities, protected veterans and individuals with disabilities. The University has established as a goal that the proportion of qualified minority and female employees should be equal to their representation in the relevant labor markets. Additionally, the University will continue to take affirmative action to attain the federally-established annual hiring benchmark for protected veterans, and the federally-established hiring utilization goal for individuals with disabilities.

I am ultimately responsible to implement affirmative action plans at the University. However, each employee plays a vital role in maintaining an environment that fosters equal employment opportunities free of unlawful discrimination and harassment. All administrators and supervisors who make employment decisions are responsible for ensuring equal employment opportunity and for meeting affirmative action goals. The University is required by law to ensure accessibility to programs, services and activities for qualified students and employees with disabilities, to

provide reasonable accommodations when requested, and to maintain educational and employment environments free of sexual harassment and other forms of unlawful discrimination or harassment.

In closing, I would like to take this opportunity to provide a reminder of the Carolinian Creed, which summarizes the core values of the University of South Carolina. I encourage you to ensure your actions reflect the values espoused in the Creed.

Questions concerning the University's affirmative action plans should be directed to Clifford Scott, Director of the Office of Equal Opportunity Programs, at 803-777-3854, eop@mailbox.sc.edu.

Thank you for your cooperation and support.

A handwritten signature in black ink that reads "Bob". The letters are cursive and fluid.

Bob Caslen