

**EQUAL OPPORTUNITY POLICY/AFFIRMATIVE ACTION
COMPLIANCE STATEMENT
East Central University**

The President and employees of East Central University (ECU) reaffirm the policy as set forth in the previous statements of compliance with Title VI and Title VII of the Civil Rights Act of 1964, Executive Order 11246 as amended, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans With Disabilities Act of 1990, the Family & Medical Leave Act of 1993, and the Civil Rights Act of 1991, that no discrimination on the grounds of race, color, religion, gender, age, national origin, disability, or status as a veteran will exist in any area of the University.

This policy statement further reaffirms commitment of continuing and expanding positive programs which will assure the strengthening of this policy not only to the legal requirements of compliance, but also to further employment opportunities and promotions for all ages, cultural/ethnic groups, veterans, physically challenged, visually or hearing-impaired individuals, and genders. The President of East Central University assures that this commitment will embrace the developing and maintaining of our Affirmative Action Compliance Program which will involve necessary additional efforts with respect to the recruitment, selection, placement, termination, training, and promotion of all employees and with respect to personnel action such as compensation, benefits, transfers, layoffs, return from layoffs, education, tuition assistance, recreation programs, and other appropriate programs.

East Central University explicitly prohibits acts of discrimination that violate individual civil rights or conduct that is founded in prejudice or hate violence. Discrimination/hate violence is unlawful and will subject those who engage in it to university discipline to include discharge, as well as civil and criminal penalties.

No institutional policies are in effect at East Central University that deviate, in wording or intent, from the above-stated administrative policy.

It is the intent of the University that printing of all appropriate publications for public distribution will include the following equal opportunity statement:

“East Central University, in compliance with all applicable Federal and State laws and regulations, does not discriminate on the basis of race, color, national origin, sex, age, religion, disability, status as a veteran, or special disabled veteran in any of its policies, practices, or procedures. This includes but is not limited to admission, employment, financial aid, and educational services. The following person has been designated to handle inquiries regarding these non-discrimination policies, practices, or procedures: Director of Placement and Personnel, Room 152, Administration Building, 580-310-5252.”