

## POLICY STATEMENT EQUAL EMPLOYMENT OPPORTUNITY

Fayetteville State University emphatically states that it will provide equal employment opportunities for all persons regardless of race, color, national origin, creed, religion, sex, age, disabling condition, or political affiliation, except where religion, sex, or age are bona fide job relative employment requirements. This is in keeping with Title VII of the Civil Rights Act of 1964 as amended, Executive Order 11246, the Rehabilitation Act of 1973, the Civil Rights Restoration Act of 1988, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, NC G.S. 126-16 and other applicable federal and State laws.

In furtherance of this policy, Fayetteville State University prohibits retaliatory action of any kind taken by any employee against another employee or applicant for employment because that person made a charge, testified, assisted or participated in any manner in a hearing, proceeding or investigation of employment discrimination. Moreover, personnel policies and practices are to be conducted in a work environment that is fair; free from discrimination; and free from harassment based on race, color, sex, national origin, religion, creed and disabling condition.

To ensure that equal employment opportunity exists throughout the University, a results oriented program has been implemented to overcome the effects of past discrimination and to eliminate any artificial barriers to employment opportunities that may exist in any of our programs.

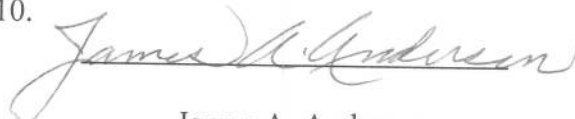
This program ensures greater utilization of all persons by identifying the underutilized groups in the workforce and making special efforts to increase their participation in recruitment, selection, training and development, upward mobility programs and any other term, condition, or privilege of employment; and also provides when necessary, reasonable accommodations for applicants' and/or employees' disabling conditions when doing so will enable them to successfully perform job duties or benefit from training.

Objectives and timetables have been established to reduce or eliminate underutilization through our equal employment opportunity plan and program. Responsibility for the development of this plan and program was assigned to the EEO Officer. However, responsibility for the implementation of and compliance with this plan and program is being shared by all managers and supervisors.

The equal employment opportunity program will be evaluated and monitored continuously. Periodic progress reports will be presented to the Chancellor by the EEO Officer.

Fayetteville State University is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously underutilized human resources.

Adopted this the 2nd day of March 2010.



James A. Anderson  
Chancellor  
March 2, 2010