

## **AFFIRMATIVE ACTION POLICY ON THE EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES**

It is the policy of Auburn University, at all levels of employment, to take affirmative action to employ, to advance in employment and otherwise to treat qualified employees and applicants with a disability without discrimination based on physical or mental disability. Positive action shall be taken to ensure the fulfillment of this policy. This policy covers:

1. Hiring, placing, upgrading, transferring and demoting employees;
2. Recruiting, advertising and soliciting applicants for employment;
3. Treatment of employees during employment;
4. Rates of pay and all forms of compensation and employment benefits;
5. Selection for training and promotion;
6. Layoff and termination;
7. Facilities; and
8. Other terms, conditions, and privileges of employment.

The University's policy is consistent with the requirements and objectives set forth by Sections 503 and 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 793 ("the Act") and the Americans with Disabilities Act of 1990, 42 U.S.C. § 1201 et seq.

The University's objective is to employ individuals qualified for or trainable for positions based upon job related standards involving education, training, experience and person qualifications.

Responsibility for supervising compliance and continued implementation of this policy on employing, advancing in employment, and otherwise treating fairly qualified individuals with disabilities is assigned to the AA/EEO Officer.

Employees and applicants are protected from coercion, intimidation, interference or discrimination because of physical or mental disability or because they have engaged or may engage in any of the following:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance review, hearing or any other activity related to the administration of the Act or any other Federal, state or local law requiring equal opportunity for disabled persons;
3. Opposing any act or practice made unlawful by the Act or any other Federal, state or local law requiring equal opportunity for disabled persons;
4. Exercising any other right protected by the Act.