



Equal Employment Opportunity (EEO) and Affirmative Action Policy Statement
University of Arkansas, Fayetteville

The University of Arkansas is an equal opportunity institution. The University does not discriminate in its education programs or activities (including in admission and employment) on the basis of age, race, color, national origin, disability, religion, marital or parental status, protected veteran status, military service, genetic information, or sex (including pregnancy or sexual orientation), or any other characteristic protected under applicable federal or state law.

As a federal contractor, the University fully complies with the requirements of Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) and is committed to taking affirmative action to employ and advance in employment qualified individuals with disabilities, disabled veterans, recently separated veterans, Armed Forces service medal veterans, and other protected veterans.


The University affirms its commitment to equal opportunity in all aspects of employment, including but not limited to recruitment, hiring, training, promotion, compensation, benefits, transfers, layoffs, returns from layoff, university-sponsored activities, and terminations.

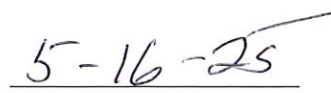
This commitment is grounded not only in compliance with applicable law but also in the University's values, which recognize that the full and effective utilization of qualified individuals, regardless of background, is essential to our institutional success and our pursuit of academic excellence.

As Chancellor, I retain overall responsibility for the University of Arkansas's Equal Employment Opportunity Programs and Affirmative Action Programs, which pertain to individuals with disabilities and protected veterans. The Department of Equal Opportunity, Compliance & Title IX (OEOC) is responsible for the day-to-day administration and implementation of these programs. The Associate Vice Chancellor/Executive Director for OEOC, Danielle L. Williams, is designated to coordinate and oversee compliance with federal and state nondiscrimination, equal opportunity and affirmative action requirements on behalf of the University.

All members of the University community share the responsibility of ensuring adherence to this policy. Managers and supervisors are expected to model inclusive practices, be familiar with this policy, support it fully, and apply its principles in good faith. Violations of this policy will not be tolerated and may result in disciplinary action, up to and including termination of employment.

The University of Arkansas recognizes its unique role as a state-supported land grant institution and is committed to fostering a welcoming and inclusive educational and workplace environment.


Charles Robinson, Chancellor


Date