

## EQUAL OPPORTUNITY

---

### GENERAL

Wake Forest University approved an Equal Opportunity Policy on September 30, 1974, and reaffirmed its commitment to this policy on March 12, 1976. In accordance with Title VII of the Civil Rights Act of 1964 and Executive Order 11246 as amended, Wake Forest will continue to carry out, in all educational and employment activities, its program of nondiscrimination as to race, color, religion, sex, age, national origin, disability, or status as a disabled or Vietnam Era Veteran. The University will continue to utilize available vacancies to affirmatively promote efficient and effective utilization of all available and qualified personnel without regard to race, color, religion, sex, age, national origin, disability, or status as a disabled or Vietnam Era Veteran.

In recognition of the need for this policy, the University has developed an Affirmative Action Program that further details its commitment to improve the utilization of all who are protected by civil rights laws through administration of its policies, practices and procedures relating to use of its facilities, admissions program, recruiting and hiring practice, upgrading, transfers, termination, disciplinary action, compensation, benefits, layoff and return from layoff, training, tuition assistance, social and recreational programs and educational programs. Through continuing analysis the University will identify deficiencies and problem areas and establish reasonable goals, timetables and corrective actions.

All members of the University's administrative and supervisory staff will be held accountable for helping the University set and achieve these goals. Their effectiveness in this area will be a part of appraisal of their total effectiveness. The specific responsibility of administering the University's Equal Opportunity Policy is that of the Assistant Director of Human Resources/Director of Equal Employment Opportunity. Responsibilities include thorough dissemination of the Equal Opportunity Policy to all students and employees; monitoring practices, procedures, and policies which affect equal opportunity; reporting annually on the program's progress in meeting goals; developing and maintaining a meaningful Affirmative Action Program; and recommending corrective actions.

This policy relates to all phases of employment including but not limited to recruiting, hiring, placement, training, promotion, transfer, upgrading, demotion, termination, layoff, recall, compensation, benefits, use of facilities and participation in all University-conducted employee activities. An effective monitoring and reporting system has been developed and implemented.

The University recognizes the pluralistic nature of the student body and seeks to provide opportunities for all students, including minorities, females and the disabled. The University will attempt to make all its students aware of the importance of equal opportunity. It also seeks greater participation of its students and non-academic employees in those meaningful community action programs which are designed to improve equal opportunity.

### Supplemental Anti-Discrimination Statement\*

Wake Forest University adheres to and supports anti-discrimination laws and regulations. In addition, Wake Forest rejects hatred and bigotry in any form and adheres to the principle that no person affiliated with Wake Forest should be judged or harassed on the basis of perceived

## EQUAL OPPORTUNITY

---

or actual sexual orientation. In affirming its commitment to this principle, Wake Forest does not limit freedom of religious association or expression, does not presume to control the policies of persons or entities not affiliated with Wake Forest, and does not extend benefits beyond those provided under other policies of Wake Forest.

\*Approved by the Board of Trustees April 19, 1995 and revised November 10, 2000.