



TO: All University of South Carolina Employees

FROM: Interim President Harris Pastides

DATE: December 16, 2021

RE: Reaffirmation of Policy on Equal Opportunity and Affirmative Action

As published in our Policies and Procedures Manual and affirmative action plans, the University of South Carolina is committed to a policy of equal opportunity and non-discrimination in providing educational and employment opportunities. The university does not discriminate on the basis of race, sex, gender, age, color, religion, national origin, disability, genetics, sexual orientation, gender identity, transgender status, veteran status, pregnancy, childbirth, or medical conditions related thereto.

Equal education and employment opportunity, and support of affirmative action, as required by federal and state laws, are integral to the mission and purpose of the University of South Carolina. The university has established as a goal that the proportion of qualified minority and female employees should be equal to their representation in the relevant labor markets for faculty, administrative, professional, and non-academic positions. The university is required by law to take affirmative action to employ and advance in employment qualified protected veterans and individuals with disabilities. The university will continue to take affirmative action to attain the federally established benchmark for employment of protected veterans and the federally established utilization goal for employment of individuals with disabilities.

The university is also required by law to: (1) ensure program accessibility for qualified students with disabilities, and (2) to maintain educational and employment environments that are free from sexual harassment and other forms of unlawful discrimination or harassment based upon one's protected class status.

Ultimate responsibility for implementing and monitoring the affirmative action plans of the university rests with the president; however, each employee plays a vital part in maintaining a bias-free university environment. All administrators and supervisors who make employment decisions are responsible for ensuring equal opportunity and for meeting affirmative action goals within their areas of responsibility.

Questions concerning the university's equal opportunity/affirmative action plans should be directed to Carl R. Wells, interim director of the Office of Equal Opportunity Programs, at (803) 777-3864, or to the affirmation action coordinator on your campus.

Thank you for your cooperation and support.