

# EQUAL OPPORTUNITY (EEO) AFFIRMATIVE ACTION (AA) STATEMENT

Salisbury University (SU) has a strong institutional commitment to diversity and equal employment and educational opportunities for its faculty, staff and students. To that end, the University prohibits discrimination on the basis of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, genetic information, religion, sexual orientation, gender identity or expression, veteran status, or other legally protected characteristics. The University adheres to the EEO/AA policies set forth by federal and Maryland laws.

SU values diversity among our students, faculty and staff and believes that interactions with those holding various perspectives, backgrounds and beliefs contribute to a well-rounded educational experience and promotes personal and professional development. Therefore, the University is committed to providing qualified individuals access to all academic and employment programs, benefits and activities on the basis of demonstrated ability, performance and merit without regard to personal factors that are irrelevant to the program involved.

The University's equal opportunity policy is essential to its institutional mission and applies to all academic programs administered by the University, its educational policies, admissions policies, scholarship and loan programs, and athletic programs. It applies to all employment decisions, including among others those affecting hiring, promotion, demotion or transfer, recruitment, advertisement of vacancies, layoff and termination, compensation and benefits, and selection for training. Consistent with its obligations under the law, it also extends to the maintenance of affirmative action programs for minorities, women, persons with disabilities and veterans.

SU assigns a high priority to the implementation of its equal opportunity policy, and the University is committed to assuring compliance with all laws prohibiting discrimination in employment and educational programs. The Office of Institutional Equity is responsible for the campus-wide administration and implementation of equal opportunity policies and affirmative action programs. Members of the University community are encouraged to contact the Associate Vice President of Institutional Equity for questions, complaints or concerns about these matters:

Humberto Aristizabal  
Associate Vice President, Title IX Coordinator  
Office of Institutional Equity  
410-543-6426  
Fax: 410-677-5352  
1101 Camden Ave. • Holloway Hall Room 100 • Salisbury, MD 21801  
equity@salisbury.edu  
www.salisbury.edu/equity

**Salisbury**  
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