

## Equal Opportunity Employer/Educator and Affirmative Action Policy

Milwaukee School of Engineering (MSOE) maintains its long standing as an Equal Opportunity/Affirmative Action Employer and Educator. Therefore it is the policy of MSOE to provide equal employment opportunity to all individuals regardless of their race, ethnicity, color, creed, religion, sex, age, national origin, physical or mental disability, military and veteran status, sexual orientation, gender identity, genetic characteristics, marital status or any other characteristic protected by local, state or federal law. This policy applies to all jobs at the University and to all the terms, benefits, privileges and conditions of employment/enrollment.

MSOE is committed to assuring that:

All personnel actions and processes including recruiting, hiring, training, job assignment, promotion, tenure decision, transfer, demotion, termination, compensation, participation in workplace activities, and benefit and other employment-related programs or practices are provided to all persons on an equal opportunity basis without regard to their race, ethnicity, color, creed, religion, sex, age, national origin, physical or mental disability, protected military and veteran status, sexual orientation, gender identity, genetic characteristics, marital status or any other characteristic protected by local, state or federal law;

Employment decisions are based on legitimate, job-related criteria and are made in compliance with the principles of equal opportunity and affirmative action;

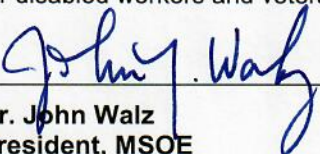
Employees may choose to voluntarily disclose their sex, race/ethnicity, disability, and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. [Students with disabilities should contact the Assistant Director of Student Services & Coordinator of Accessibility Services if they require a reasonable accommodation in their course of study.] MSOE makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the University's business. MSOE also makes reasonable accommodations for sincerely held religious beliefs.

All student applicants and enrolled students will receive equal opportunities to its educational programs, policies, scholarships, loan programs, athletic and other institutionally administered programs.

Employees, applicants, and students will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance evaluation or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, Executive Order 11246, their implementing regulations, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity, and; MSOE will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individual who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action including an investigation conducted by MSOE; or (c) consistent with MSOE's legal duty to furnish information. 41 CFR 60-1.35(c).

I am fully committed to the principles of equal opportunity and affirmative action for minorities, women, disabled persons, and protected veterans. The Director of Human Resources serves as the Equal Employment Opportunity Officer for MSOE and has overall responsibility for assuring compliance of this policy. The EEO Officer has the full support of top management and the staff necessary to fully implement this Program. All managers, supervisors, employees and members of the MSOE community are responsible for supporting the concepts of equal opportunity and affirmative action and assisting MSOE in meeting its objectives. The EEO Officer periodically audits progress in the compliance with and implementation of the affirmative action programs for women, minorities, individuals with disabilities and protected veterans and annually reports on the University's progress toward achieving the objectives of our EEO and affirmative action commitments.

MSOE maintains Affirmative Action Programs for minorities, women, individuals with disabilities and protected veterans. Any questions regarding these Programs should be directed to the Director of Human Resources. If you wish to view the Programs for disabled workers and veterans, contact the Director of Human Resources during normal working hours.

  
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**Dr. John Walz**  
**President, MSOE**  
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