

II-7 EQUAL EMPLOYMENT OPPORTUNITY 1 OF 1

The university does not discriminate on the basis of age, race, color, creed, sex, national or ethnic origin, disability, sexual orientation, gender identity, or veteran's status in the recruitment and admission of students, the recruitment and employment of faculty and staff, or the operation of any of its programs. This policy of equal employment opportunity applies to everyone, in every aspect of employment policy and practice, and in all campus locations where the University has employment responsibility. Any person associated with the University who fails to comply fully with this policy will be properly disciplined. Any employment agency used by the University will be informed of this policy.

This policy applies to, but is not limited to, recruitment, employment, promotion, demotion, transfer, position advertising, reduction in force, termination, rates of pay, and selection for training.

Elon University assures in all solicitation or advertisements placed by or on behalf of the University that it is an Equal Employment Opportunity Employer.

Employee complaints of discrimination under this policy may be submitted to the Director of Human Resources. Such complaints in no way will adversely affect an employee's treatment on the job. The university also prohibits any form of retaliation or discrimination against anyone because that person has made a good faith complaint, assisted in an investigation under this policy, or otherwise exercised any rights protected by law.

01/11

II-8 REASONABLE ACCOMMODATION 1 OF 1

Reasonable Accommodation

The university fully supports and complies with the Americans with Disabilities Act and other employment laws. The university will provide reasonable accommodations to qualified individuals with known disabilities unless such accommodations would pose an undue hardship to the institution. Elon will also make good faith efforts to reasonably accommodate religious observances and practices. Requests for accommodation should be made in writing to the employee's supervisor who will work closely with the Office of Human Resources to review requests and provide a response.

08/08